



China Railway Signal & Communication Corporation Limited*
中國鐵路通信信號股份有限公司

(A joint stock limited liability company incorporated in the People's Republic of China)

(Stock Code: 3969)

BOARD DIVERSITY POLICY

I. Purpose

1. This Policy aims to set out the approach to achieve diversity on the board of directors (“**Board**”) of China Railway Signal & Communication Corporation Limited (the “**Company**”).

II. Policy Statement

2. The Company understands and believes increasing diversity at the Board level as an essential element in keeping its competitive strength and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and term of services.
3. The Nomination Committee shall fully consider the benefits of diversity on the Board when making recommendations or proposals of nominating new directors to the Board.

III. Measurable Objectives

4. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and term of services. Meanwhile, the Company will consider the above factors based on its business mode and its occasional specific needs, and the ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

* *For identification only.*

IV. Monitoring and Reporting

5. The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives (including gender, ethnicity, age, term of services), and monitor the implementation of this Policy.

V. Review of this Policy

6. The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

VI. Disclosure of this Policy

7. This Policy will be published on the Company's website for public information.
8. A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.

VII. Others

9. The Chinese version of this policy shall prevail if any conflict incurs between the Chinese and English versions of this policy.
10. This policy shall come into force from the date when the Company's H share is listed on the Stock Exchange of Hong Kong Limited. The Nomination Committee shall be responsible for the interpretation of these Articles of Association.