

BOARD DIVERSITY POLICY

1. PURPOSE

Asia Cement (China) Holdings Corporation (the “Company”) recognises the importance of diversity to corporate governance and the board effectiveness.

The purpose of this policy is to set out the basic principles to be followed to ensure that the board of directors (the “Board”) has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

2. NOMINATION AND APPOINTMENTS

Board nomination and appointments will continue to be made on merit basis based on the Company’s business needs from time to time while taking into account diversity.

The nomination committee of the Board (the “Nomination Committee”) has primary responsibility for identifying suitably qualified candidates to become members of the Board and shall give adequate consideration to this policy in the selection of Board candidates.

3. SELECTION OF CANDIDATES

Selection of Board candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, cultural background, educational background, skills, knowledge and professional experience.

4. MONITORING AND REPORTING

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of this policy.

5. REVIEW OF THIS POLICY

The Nomination Committee will review this policy periodically 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.