

Board Diversity Policy of Bank of China Limited (Revised in 2025)

Article 1 In order to enhance the governance capacity of Bank of China Limited (hereinafter referred to as the “Bank”) and improve the decision-making capability of the Board of Directors of the Bank, the *Board Diversity Policy of Bank of China Limited* (hereinafter referred to as the “Policy”) is formulated in accordance with the *Listing Rules* and *Corporate Governance Code* of the Stock Exchange of Hong Kong Limited (“SEHK”).

Article 2 The appointment of the members of the Board of Directors is based on the principle of selecting individuals with both virtue and capability, considering the skills and experience required for the effective operation of the Board of Directors as a whole, while fully considering other factors affecting the diversity of the Board of Directors.

Article 3 The selection of the members of the Board of Directors is based on measurable goals for various diversity factors, including gender, age, culture, region, professional experience, educational background, tenure, as well as other regulatory requirements and factors deemed applicable by the Board of Directors.

Article 4 The Board of Directors must include members of different genders.

Article 5 The members of the Board of Directors should have different cultural backgrounds, come from different jurisdictions and represent diverse values, to maintain effective checks and balances and strengthen the Bank’s global advantages and characteristics.

Article 6 The members of the Board of Directors should have diverse professional experiences and educational backgrounds. The Board of Directors should include individuals with experience in the management of large enterprises, as well as experts in fields such as economics, finance, accounting, and law.

Article 7 The Board of Directors shall regularly evaluate its composition and make timely adjustments based on actual circumstances, in order to meet the goal of diversity for the Board of Directors.

Article 8 This Policy shall be followed when the Nomination and Remuneration Committee of the Board of Directors makes recommendations on candidates for directors and when the Board nominates candidates for directors.

Article 9 The Nomination and Remuneration Committee of the Board of Directors is responsible for evaluating the implementation of this Policy at the Board level, reviewing this Policy when appropriate, discussing any necessary amendments and recommending the amendments to the Board, and enacting the amendments upon the approval of the Board.

Article 10 The Bank’s annual report shall disclose a summary of the Policy and the composition of the Board of Directors.

Article 11 The Policy shall take effect from the date of approval by the Board of Directors or from a specific date determined by the Board of Directors, and the original *Board Diversity Policy of Bank of China Limited* shall be simultaneously abolished.