

Minmetals Land Limited

Board Diversity Policy

1. Purpose

This Policy aims to set out the approach to achieve diversity on the board of directors (the “Board”) of Minmetals Land Limited (the “Company”).

2. Policy Statement

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria.

3. Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, which would include but not be limited to gender, age, cultural and educational background, integrity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition will be disclosed in the annual report of the Company.

4. Monitoring and Review of this Policy

- 4.1 The Nomination Committee will monitor the implementation of this Policy.
- 4.2 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy.

5. Disclosure of this Policy

- 5.1 This Policy will be published on the Company’s website for public information.
- 5.2 A summary of this Policy will be disclosed in the corporate governance report as contained in the Company’s annual report.

June 2016