

Weichai Power Co., Ltd.

Board Diversity Policy

1. Purpose

This policy outlines the approach adopted by the Board of Directors (the “Board”) of Weichai Power Co., Ltd. (the “Company”) to achieve board diversity.

2. Vision

The Company recognizes and firmly believes that board diversity significantly contributes to the enhancement of the quality of corporate performance.

3. Policy Statement

To achieve sustainable and balanced development, the Company recognizes that increasing diversity at the Board level is crucial for supporting the attainment of strategic objectives and ensuring sustainable growth. When determining the Board’s composition, the Company considers diversity across multiple dimensions, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure. All Board appointments are made based on merit, with a focus on the benefits of diversity, using objective criteria during the selection process.

4. Measurable Objectives

Candidates will be evaluated based on a range of diversity criteria, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure. Final decisions will be made based on the strengths of candidates and their potential contributions to the Board. The Board’s composition will be disclosed annually in the Corporate Governance Report, in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

5. Monitoring and Reporting

The Nomination Committee will report annually on the Board' s diversity composition in the Corporate Governance Report and monitor the implementation of this policy.

6. Review of the Policy

The Nomination Committee will review this policy periodically to ensure its effectiveness. The Committee will discuss any proposed amendments and approve revisions as necessary.

7. Disclosure of the Policy

A summary of this policy, along with any measurable objectives set for its implementation and progress toward achieving them, will be disclosed annually in the Corporate Governance Report.