

**LENOVO GROUP LIMITED**  
(the “Company”)

**BOARD DIVERSITY POLICY**

(As adopted by the Board of Directors on May 23, 2013)

**1. Purpose**

- 1.1 Board Diversity Policy (the “**Policy**”) aims to set out the Company’s commitment to fostering a corporate culture that embraces diversity on the board of the directors of the Company (the “**Board**”).

**2. Scope**

- 2.1 The Policy applies to the Board. It does not apply to diversity in relation to employees of the Company and its subsidiaries (collectively, the “**Group**”), which is covered by Global Diversity Program of the Company.

**3. Policy Statement**

- 3.1 The Company recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in achieving a sustainable and balanced development of the Company. In determining the optimum composition of the Board, Board diversity has been considered from a number of aspects, including but not limited to gender, age, ethnicity and cultural background, skills, regional and industry experience, professional experience, length of service and other qualities of directors. All Board appointments shall be made on merit, in the context of the necessary range of perspectives and skill the Board as whole requires to ensuring effective stewardship.

**4. Measurable Objectives**

- 4.1 The Nomination and Governance Committee is responsible for developing measurable objectives and strategies to meet the objectives of this Policy (the “**Measurable Objectives**”) and monitoring the progress of the Measurable Objectives through the monitoring and reporting mechanisms listed below.
- 4.2 The Nomination and Governance Committee will conduct all Board appointment processes in a manner that promotes diversity, including establishing a structured approach for identifying a pool of candidates, using external experts or consultants where necessary. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

## **5. Monitoring and Reporting**

- 5.1 The Nomination and Governance Committee will report annually, in the Corporate Governance Report of the Annual Report, on the process it has used in relation to Board appointments. Such report will include a summary of this Policy, the Measurable Objectives set for implementing the Policy and progress made towards achieving those objectives.

## **6. Review and Amendments of the Policy**

- 6.1 The Nomination and Governance Committee has been delegated with authority by the Board to oversee and regularly review this Policy and recommend any changes to the Board for its consideration and approval.
- 6.2 Any amendment to this Policy must be approved by the Board.