

Tailam Tech Construction Holdings Limited

泰林科建控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 6193)

BOARD DIVERSITY POLICY

1. PURPOSE

1.1. This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of Tailam Tech Construction Holdings Limited (泰林科建控股有限公司) (the “**Company**”).

2. VISION

2.1. The Company recognises and embraces the benefits of having a diverse Board to enhance its operating results and quality of its performance.

3. POLICY STATEMENT

3.1. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. When determining the composition of the Board, board diversity will be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of services. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

3.2. The Company commits to maintain at least two (2) women Directors on the Board and endeavours to increase the representation of women on the Board. The Board will use its best endeavours, subject to the meritocracy, to retain such number of board seats held by female directors as at the point of listing of the Company on Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) or to achieve a target of 30% female representation in our Board, during the period of which the Company is listed on the Stock Exchange.

4. MEASURABLE OBJECTIVES

- 4.1. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, 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 (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report annually.
- 4.2. To develop a pipeline of potential successors to the Board, the Board will take necessary steps to identify and maintain a list of women candidates with a diverse range of skills, experience and knowledge in different fields by emphasising on training and providing career opportunities to the senior female employees who have long and relevant experience with the Company's business, so as to equip them with the capability to lead the organisation. The Nomination Committee will review the list of women candidates on a half-yearly basis.

5. MONITORING AND REPORTING

- 5.1. 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.

6. REVIEW OF THIS POLICY

- 6.1. The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that are or may be required, and recommend any such revisions to the Board for their consideration and approval.

7. DISCLOSURE OF THIS POLICY

- 7.1. This Policy will be published on the Company's website for public information.
- 7.2. A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.

5 November 2019