



NICHE-TECH GROUP LIMITED

駿碼科技集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(the “Company”)

(Stock Code: 8490)

BOARD DIVERSITY POLICY (“POLICY”)

1 PURPOSE

This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (“**Board**”).

2 VISION

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

3 POLICY STATEMENT

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. In designing the Board’s composition, Board diversity has been 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 service. 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.

4 MEASURABLE OBJECTIVES

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 and length of service) will be disclosed in the Corporate Governance Report annually.

5 MONITORING AND REPORTING

The nomination committee of the Company will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

8 May 2018