

TASTE • GOURMET GROUP LIMITED
(the “Company”)
BOARD DIVERSITY POLICY

1. Purpose

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

2. Vision

- 2.1 The Company recognises and embraces the benefits of having a diverse Board to enhance the 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.
- 3.2 In designing the Board’s composition, Board diversity has been considered from a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, and any other factors that the Board may consider relevant and applicable from time to time. In order to achieve a balanced and sustainable development, high emphasis is placed on ensuring a balanced composition of skills and experience at the Board level in order to provide a range of perspectives, insights and challenge that enable the Board to discharge its duties and responsibilities effectively.

4. Measurable Objectives

- 4.1 Selection of candidates will be based on the Company’s Nomination Policy and will take into account this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.
- 4.2 The Board will ensure a balanced proportion of male and female members when selecting and making recommendation on suitable candidates for Board appointments, with the ultimate goal of bringing the Board to gender parity. Currently the Board is made up of three male and two female directors and it is the Board’s objective to maintain the current gender ratio in the future.
- 4.3 The Board also aspires to having an appropriate proportion of directors who have direct experience in the Group’s core markets, with different ethnic backgrounds, and reflecting the Group’s strategy.

5. Review and Monitoring

- 5.1 The Nomination Committee (“**NC**”) will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The NC will discuss any revisions to the Policy that may be required and make recommendation to the Board for approval.
- 5.2 The NC will monitor the implementation of this Policy by conducting review of the Board’s composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The NC will also ensure that Board diversity is considered as part of the evaluation of the Board’s effectiveness.

6. Disclosure

- 6.1 This Policy will be published on the Company’s website (www.tastegourmet.com.hk).

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