

TEMPUS

騰邦控股

TEMPUS HOLDINGS LIMITED

騰邦控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 06880)

BOARD DIVERSITY POLICY

1. PURPOSE

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

2. POLICY STATEMENT

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. A truly diverse Board will include and make good use of differences in the talents, skills, regional and industry experience, background, gender and other qualities of the member of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments will be based on merit, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

The Nomination Committee of the Company (the “**NC**”) reviews and assesses the composition of the Board and makes recommendations to the Board on appointment of new directors of the Company.

In reviewing and assessing the composition of the Board, the NC will consider the benefits of all aspects of diversity, including without limitation, those described above, in order to maintain an appropriate range and balance of talents, skills, experience and background on the Board.

In recommending candidates for appointment to the Boards, the NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

3. MONITORING AND REPORTING

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

4. REVIEW OF THIS POLICY

The NC will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The NC will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

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Summary of Measurable Objectives on Board Diversity

Below is a list of measurable objectives of the diversity of the Board of Directors of the Company for the consideration of the NC. This list is only an indication of factors and shall not be regarded as conclusive nor exhaustive in nature. Where appropriate, the NC may take into account and/or further adopt and/or weight against one another such factor(s) to complement the Company's corporate strategy.

1. Age : 30 or over.
2. Gender : Welcome both genders with no preference for any particular proportion.
3. Cultural background : Regardless of race, religion, cultural background, open-minded and willing to accept different opinions.
4. Composition : At least one third of the Board or minimum three members shall be independent non-executive directors (“**INED**”) to meet the requirements of rules 3.10 & 3.10A of the Listing Rules.
5. Educational and Professional qualification : Majority of the Board members obtain bachelor degrees or above.

At least one INED shall possess appropriate professional qualifications in finance and accounting and meets the requirements of rule 3.10 of the Listing Rules.
6. Professional experience : Knowledge and experience which may contribute to the business of the Company.
7. Any other relevant factors