



## **TIMELESS SOFTWARE LIMITED**

天時軟件有限公司

*(incorporated in Hong Kong with limited liability)*

(Stock code: 8028)

### **BOARD DIVERSITY POLICY**

*(Adopted by the Company on 29 January 2019 with retrospective effect from 1 January 2019)*

#### **PURPOSE**

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

#### **VISION**

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

#### **POLICY STATEMENT**

3. 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, 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.

#### **MEASURABLE OBJECTIVES**

4. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, 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, age, and length of service) will be disclosed in the corporate governance report (the “Corporate Governance Report”) annually.

#### **MONITORING AND REPORTING**

5. The nomination committee of the Company (the “Nomination Committee”) will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of the Policy.

## **REVIEW OF THE POLICY**

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

## **DISCLOSURE OF THE POLICY**

7. The Policy will be published on the website of the Company for public information.
8. A summary of the Policy together with the measurable objectives set for implementing the Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.

Note: If there is any inconsistency between the English and Chinese versions of this document, the English version shall prevail.