



Techtronic Industries

TECHTRONIC INDUSTRIES CO. LTD.

BOARD DIVERSITY POLICY

TECHTRONIC INDUSTRIES CO. LTD.

The Stock Exchange of Hong Kong Limited  
Ordinary Shares (code: 669)

ADR Level 1 Programme (code: TTNDY)

**Techtronic Industries Co. Ltd.**  
**(the “Company”)**  
**Board Diversity Policy**

**Objectives**

The Board Diversity Policy (the “Policy”) sets out the approach to achieve diversity of the board of directors of the Company (the “Board”).

**Policy Statement**

In the view of maintaining balanced and sustainable development of the Company, the Company recognizes that increasing diversity at the Board level is essential for sustainable development. While reviewing the composition of the Board, the Nomination Committee would consider the diversity of the Board including, but not limited to, age, gender, cultural and educational background, professional experience and length of service. All the above-mentioned aspects would be taken into accounts in the process of candidate selection and appointment of the Board based on the Company’s own business model and specific needs from time to time.

**Measurable Objectives**

The Nomination Committee would consider various diversity perspectives, including but not limited to, age, gender, cultural and educational background, professional experience and length of service, when selecting candidates. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

**Monitoring and Reporting**

The Nomination Committee will disclose annually, in the Corporate Governance Report of the Company, details of the Policy and any measurable objectives set for implementing the Policy.

### **Review of the Policy**

The Nomination Committee will review the Policy on a regular basis to make recommendations on any revisions to the Board for consideration and approval.

### **Publication of the policy**

This policy shall be posted on the website of the Company.

*Reviewed and adopted by the Board on 21 August 2013.*