



Travel Expert (Asia) Enterprises Limited

專業旅運（亞洲）企業有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1235)

(the “Company”)

BOARD DIVERSITY POLICY

1. Purpose

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

2. Policy Statement

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. All Board appointments will be made on merit basis and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

3. Measurable Objectives

- 3.1 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 needs of the Board without focusing on a single diversity aspect.
- 3.2 In designing the Board’s composition, Board diversity has been considered from a wide range of aspects, 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. The Company will also take into account factors based on its own business model and specific needs from time to time.

4. Monitoring and Review of this Policy

- 4.1 The Nomination Committee will monitor the implementation of this Policy.
- 4.2 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions to this Policy that may be required and make recommendation to the Board for consideration and approval.

5. Disclosure of this Policy

- 5.1 This Policy will be published on the Company’s website (www.tegroup.com.hk).
- 5.2 The Company will disclose a summary of this Policy and any measurable objectives it has set for implementing this Policy in the Corporate Governance Report (the “**CG Report**”) contained in the Company’s annual report. The Board composition and the results of the Nomination Committee’s review of the Board composition will also be disclosed in the CG Report.

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