



Medtecs International Corporation Limited
(the "Company")
(Registration No. 24157)

BOARD DIVERSITY POLICY

1. Purpose

- 1.1 This Policy set out the Company's approach to achieve diversity on its board of directors ("Board").

2. Philosophy

- 2.1 The Company recognises and embraces the importance and benefits of having a diverse Board to enhance the quality of its performance. It is committed to promoting diversity of the Board.

3. Policy Statement

- 3.1 The Board is committed to achieving an appropriate level of independence and diversity of thought and background in its composition to enable it to make decisions in the best interests of the Company.
- 3.2 The Board recognises that a diverse Board of an appropriate size is an important element which will better support the Company's achievement of its strategic objectives for sustainable development, avoid groupthink and foster constructive debate. A diverse Board also enhances decision-making process through the perspectives derived from various skills, business experience, industry discipline, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service and other distinguishing qualities of the Directors.
- 3.3 In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to the following:
- (a) gender;
 - (b) age;
 - (c) nationalities;
 - (d) ethnicity;
 - (e) cultural background;
 - (f) educational background;
 - (g) experience;
 - (h) skills;
 - (i) knowledge;
 - (j) independence; and
 - (k) length of service.
- 3.4 Any external search consultants, if required, engaged to assist the Board or the Nominating Committee of the Company to search for candidates for appointment to the Board will be specifically directed to include diverse candidates and women candidates.



- 3.5 The ultimate decision on the selection of Director(s) to be appointed on the Board will be based on merit, and candidates will be considered against objective criteria, having due regard for the benefits of diversity and needs on the Board.

4. Measurable Objectives

- 4.1 Selection of candidates will be based on a range of diversity perspectives as mentioned above. 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, ethnicity, age, length of service) will be disclosed in the Company's Corporate Governance Report annually.

5. Monitoring and Reporting

- 5.1 The Nominating Committee of the Company will monitor the implementation of this Policy and report annually, in the Company's Corporate Governance Report, on the Board's composition in terms of diversity.

6. Review of this Policy

- 6.1 The Nominating Committee of the Company will review this Policy from time to time as appropriate, to ensure the effectiveness of this Policy. The Nominating Committee of the Company will also discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Company's website for public information.
- 7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.

Reviewed by Nominating Committee: 26 February 2020

Approved and adopted by the Board: 13 April, 2020