



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 size and 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, ethnicity, professional knowledge and experience, length of service and other factors that the Company may consider relevant and applicable from time to time. All the above-mentioned aspects would be taken into accounts in the process of candidate selection, nomination and appointment of the Board based on the Company’s own business model, day-to-day management and operation, as well as specific needs from time to time.

Measurable Objectives

The Nomination Committee would consider and achieve the various diversity perspectives as set out above when selecting candidates. The ultimate decision will be based on merit against all measurable objective criteria and contribution that the selected candidates will bring to the Board, with due regard for the benefits of diversity on the Board and taking into account the Company’s own business model, operations and specific needs from time to time.

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 9 November 2022