



Daohe Global Group Limited

道和環球集團有限公司

(Incorporated in Bermuda with limited liability)

Stock Code: 915

(“Company”)

BOARD DIVERSITY POLICY

(Revised and approved by the Board on 14 December 2018)

1. Purpose

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

2. Scope

This Policy applies to the Board. It does not apply to diversity in relation to the employees of the Company and its subsidiaries.

3. Policy statement

The Company recognizes the importance of having a diverse team of Board members, which is an essential element in maintaining an effective Board and enhancing corporate governance standard. The Nomination Committee of the Company is delegated the authority (amongst other things) to review and assess the diversity of the Board, with the objective of maintaining an appropriate mix and balance of skills, knowledge, experience and diversity of perspectives on the Board which are appropriate to the requirements of the Company’s business.

The Nomination Committee shall review and assess the structure, size, composition and the balance of skills, knowledge, experience and diversity of perspectives of the Board at least annually and to make recommendations on any proposed changes to the Board to complement the Company’s corporate strategy. When reviewing the composition of the Board, the Nomination Committee shall consider the benefits of all aspects of diversity.

In identifying and selecting suitable candidates for recommendation to the Board, the Nomination Committee shall consider candidates based on merit against objective criteria and with due regard to the benefits of diversity on the Board, and the selection criteria as set out in the Company’s Director Nomination Policy.

4. Measurable objectives

The Company aims to maintain an appropriate balance of diversity perspectives of the Board that are relevant to the Company's business growth.

Selection of candidates will be based on a range of diversity perspectives, including but not limited to skills, knowledge, industry and professional experience, cultural and educational background, gender, age and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

The Nomination Committee shall discuss and where necessary, agree on the measurable objectives for achieving diversity on the Board and make recommendation to the Board.

The Board may adopt and/or amend from time to time (as applicable) such diversity perspectives and/or measurable objectives that are appropriate to the Company's business and Board succession planning, as applicable.

5. Monitoring and reporting

The Nomination Committee shall disclose annually in the corporate governance report a summary of this Policy, including Board composition, directors' biographical details, any measurable objectives that have been set by the Board, and progress on achieving those objectives.

6. Review of this Policy

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

7. Disclosure of this Policy

This Policy will be posted on the Company's website for public information.