

Transmit Entertainment Limited

傳遞娛樂有限公司

(the “Company”)

(Incorporated in the Cayman Islands with limited liability)

BOARD DIVERSITY POLICY

(Revised and adopted by the Company pursuant to the Board resolution passed on 21 December 2018)

1. PURPOSE

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

2. SCOPE

This Policy applies to the Board of the Company. It does not apply to diversity in relation to the employees of the Company, nor the board of directors and the employees of any subsidiary of the Company.

3. POLICY STATEMENT

The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining the Company’s competitive advantage.

The Company believes that greater diversity of directors is good for corporate governance and is committed:

- to attracting and retaining candidate(s) for Board with a combination of competencies from the widest possible pool of available talent;
- to maintaining a Board with diversity perspectives at all levels, in particular, those are aligning with the Company’s strategy and objectives;
- to assessing regularly the diversity profile of the Board and, where applicable, senior management prepared for Board positions under the succession planning of the Company and the progress on achieving diversity objectives, if any;

- to ensuring that the selection and nomination of Board positions are appropriately structured so that a diverse range of candidates can be considered;
- to setting up appropriate procedures for development of a broader and more diverse pool of skilled and experienced senior management that would be prepared for Board positions; and
- to ensuring that changes to the Board's composition can be managed without undue disruption.

4. IMPLEMENTATION

The Nomination Committee will review annually the structure, size and composition of the Board and where appropriate, make recommendations on changes to the Board to complement the Company's corporate strategy.

In reviewing and assessing the Board composition and the nomination of directors (as applicable), Board diversity has to be considered from a number of aspects, including but not limited to the following:

- gender;
- age;
- cultural and educational background;
- professional qualifications; and
- skills, knowledge and industry and regional experience.

5. 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.

The Nomination Committee will 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.

6. MONITORING AND REPORTING

A summary of this Policy and where applicable, the measurable objectives adopted for implementation of the diversity of the Board and the progress made towards achieving these objectives, will be disclosed in the Company's Corporate Governance Report.

7. REVIEW OF THE POLICY

The Nomination Committee will review this Policy as appropriate and recommend revisions, if any, to the Board for consideration and approval.

Note: If there is any inconsistency between the English and Chinese versions of this Policy, the English version shall prevail.

Transmit Entertainment Limited

傳遞娛樂有限公司

(「本公司」)

(于開曼群島注册成立的有限公司)

董事会成员多元化政策

(根据本公司董事会于2018年12月21日通过的决议案所修订及采纳)

1. 目的

本董事会成员多元化政策(「本政策」)旨在刊载本公司董事会(「董事会」)为达致成员多元化而采取的方针。

2. 适用范围

本政策适用于本公司董事会。本政策并不适用于有关本公司的雇员,以及本公司的任何附属公司的董事会及雇员的多元化。

3. 政策声明

本公司认同及深信董事会成员多元化所带来的裨益,并且认为董事会趋向多元化是维持本公司竞争优势的重要元素。

本公司认为高度的董事多元化对公司管治有所裨益,并会致力:

- 于广泛的人才库中招揽及留聘具备各类不同才能的候选人以组成董事会;
- 维持董事会全方位多元化的观点,特别是与公司策略及目标一致的观点;
- 定期评估董事会多元化状况及在本公司继任计划下准备获擢升至董事职位的高级管理层(如适用),以及实现多元化目标的进展(如有);
- 确保董事职位甄选及提名均按适当的程序进行,以便能招徕更多元背景的人选供本公司作出考虑;

- 设立适当程序以培养背景更广更多元化并富工作经验和技能的高级管理层，为升任董事职位作准备；及
- 确保董事会组成人员的变动不会带来不适当的干扰。

4. 执行

提名委员会将每年检讨董事会的架构、人数及组成，并就任何为配合本公司的公司策略而对董事会作出的变动提出建议。

有关在检讨及评估董事会组成及提名董事时（如适用），须考虑有关董事会成员多元化的各项因素，包括但不限于：

- 性别；
- 年龄；
- 文化及教育背景；
- 专业经验；及
- 技能、知识及行业及地区经验。

5. 可计量目标

本公司旨在使董事会成员多元化各方面能保持适当及平衡，以切合本公司业务发展。

提名委员会将会讨论及协定（如有需要）为达致董事会成员多元化的可计量目标，并向董事会作出有关建议。

如有需要，董事会可随时采纳及/或修订多元化因素及可计量目标，以切合本公司业务所需和董事会继任计划（如适用）。

6. 监察及报告

本政策的摘要，以及为执行政策而定立的可计量目标及达标的进度（如适用），将于本公司的企业管治报告内披露。

7. 政策检讨

提名委员会将在有需要时检讨本政策，并向董事会建议有关修订（如有），以供考虑及批准。

注：如本政策的英文及中文版本有任何差异，概以英文版本为准。