

Board Diversity Policy

Purpose

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

Approach

- 1) In the annual review of composition of the Board, the Nominating and Remuneration Committee (“**NRC**”) shall consider the benefits of Board diversity from a number of aspects, including but not limited to gender, age, educational background, professional experience, skills and knowledge.
- 2) The NRC shall use a skills matrix to identify skill gaps in the Board and Board Committees. In the skills matrix, the skills, experience and knowledge expected of the directors would be classified into broad categories. Other aspects of diversity (such as age, gender qualification and education background) can be included in the skills matrix for the NRC and the Board to evaluate with ease the current Board make-up in relation to the Company’s business strategies and needs.
- 3) The Board shall ensure that at least 2 directors (including the Audit and Risk Committee chairman) have recent and relevant accounting or financial management expertise or experience.
- 4) All decision for new Board appointment(s) will be based on merits of the selected candidate(s), the needs of the Board (having due regard for the benefits of diversity on the Board) and the potential contributions that the selected candidate(s) will bring to the Board.
- 5) The NRC shall ensure that there is no overt and covert discrimination and no impediments to the Board considering female candidates for appointment to the Board.
- 6) In order to gather and leverage on diverse perspective, the Chairman and CEO shall strive to foster a culture of inclusion where different views are heard, respected and leveraged on for board performance and positive outcomes.

Monitoring and reporting

The NRC shall monitor the implementation of this policy, the processes in relation to Board nominations and appointments and the progress made in achieving diversity on the Board.

Review

The NRC shall review this policy annually and discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

Disclosures

This policy shall be published on the investor relations section of the Company’s website.

Key extracts of this policy and progress made towards achieving diversity on the Board shall be disclosed in the corporate governance report which forms part of the Company’s annual report.