

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

This Policy aims to set out the approach to ensure a transparent board nomination process with the diversity of thought, experience, knowledge, perspective and gender on the Company's board of directors in the Board.

### **2. Definitions**

**Diversity** means and includes differences that relate to gender, age, cast, ethnicity, disability and cultural background. In addition, Diversity also includes differences in background and life experience, communication styles, interpersonal skills, education, functional expertise and problem solving skills.

### **3. Applicability**

The Policy applies to the Board of Directors of the Company. It does not apply to diversity in relation to employees of the Company.

### **4. Vision**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **5. Legal Provision**

This Policy is formulated pursuant to provisions of the Listing Agreement.

### **6. Policy Statement**

(a) With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

(b) The Nomination and Remuneration Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual review of Board effectiveness.

• In reviewing Board composition, the Committee will consider the benefits

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of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

- In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
- As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence and knowledge of the Company on the Board and the diversity representation of the Board.

## **7. Measurable Objectives**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. 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 Corporate Governance Report annually.

## **8. Monitoring and Reporting**

The Nomination and Remuneration Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

## **9. Policy Governance**

The Nominations Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this Policy. Compliance Officer shall assist the committee for Governance.

## **10. Disclosure of this Policy**

- (a) This Policy will be published on the Company's website for public information.
- (b) 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 annual Corporate Governance Report.

## **11. Review of the Policy**

The Board will review this policy periodically to ensure its effectiveness.

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