



## **BOARD DIVERSITY POLICY**

### **Purpose**

This Policy aims to set out the approach to achieve diversity on the Company's board of directors ("Board").

### **Vision**

The Company recognizes the need for, and embraces the benefits of, having a diverse Board to enhance its performance and decision making.

### **Policy Statement**

Elections or appointments to the Board shall be primarily based on merit and qualification, which shall at all times be aligned with the Company's mission, vision and strategic objectives. Moreover, to achieve a sustainable and balanced development, the Company encourages diversity in the Company's Board membership. In all Board elections and appointments, no competent and qualified nominee shall be discriminated against by reason of gender, age, cultural and educational background, ethnicity and length of service.

### **Measurable Objectives**

Pursuant to the foregoing Policy, the selection of candidates must be primarily based on merit to be measured against objective criteria and with due regard to diversity on the Board. The range of diversity perspectives includes gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

### **Monitoring and Reporting**

The Nomination Committee will disclose annually the Board's composition giving due regard to its diversified perspectives and will monitor the implementation of this Policy. Such disclosure shall be made annually in the Company's Corporate Governance Report.

### **Review of this Policy**

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

### **Disclosure of this Policy**

This Policy will be published on the Corporate Governance section of the Company's website. A summary of this Policy together with the measurable objectives set for its implementation, and the progress in achieving these objectives, will be disclosed in the Company's annual Corporate Governance Report.