

**Policy on Board Diversity**

**1 Scope**

- 1.1 In terms of the requirements of clause 49 of the Listing Agreement, the nomination and remuneration committee (**NRC**) recommends this policy to promote diversity on the board of directors of the Company (**Board**). The NRC further recommends that the Board review this policy on a regular basis to ensure its effectiveness and also compliance with applicable laws, and make suitable modifications as needed from time to time.
- 1.2 This policy sets out the Company's approach to ensure adequate diversity in its Board, specifically in terms of thought, experience, knowledge, perspective and gender.
- 1.3 This Policy shall be subject to the provisions of the Companies Act 2013 (**Act**) and the rules made thereunder, the Listing Agreement and other applicable laws.

**2 Policy Statement**

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board as an essential element in maintaining a competitive advantage in the complex business that it operates. It is recognized that a Board composed of appropriately qualified people with broad range of experience relevant to the business of the Company is important to achieve effective corporate governance and sustained commercial success of the Company. A truly diverse Board will include and make good use of diverse skills, regional and industry experience, background, race, gender and other distinctions amongst directors.
- 2.2 The foregoing factors will be considered in determining the optimum composition of the Board and when required should be balanced appropriately. In particular, the Board of the Company shall have an optimum combination of executive and non-executive directors with at least one woman director or such number as may be prescribed under applicable law, and the composition of the Board shall be in accordance with the Act, the Listing Agreement and the articles of association of the Company.
- 2.3 In addition, the Board may have directors from diverse areas such as production, management, quality assurance, finance, sales and marketing, supply chain, research and development, human resources, law or such other areas it may deem appropriate.
- 2.4 All Board appointments shall be made on merit, in the context of the skills, experience, independence, knowledge and integrity, which the Board as a whole requires to be effective.