



Board Diversity Policy

(Adopted by the Board on 16th August 2013, modified on 16th February 2016)

I. Purpose

This Policy sets out the approach to promote the diversity of the Board of Directors of the Company (“Board”).

II. Policy Statement

The Company recognizes and embraces the benefits of having a diverse Board to enhance its performance. A truly diverse Board will include and make good use of different knowledge, skills, geographic and industry experiences, background, ethnicity, gender and other qualities of the Directors. The differences will be taken into account in determining the optimum composition of the Board with complementary members. All Board appointments will be based on meritocracy while taking into account diversity including gender diversity.

III. Measurable Objectives

Selection of candidates will be based on broaden the range and diversify perspectives, which would include but not be 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 and extent of contribution to the strategy and success of the Company. The Board’s composition will be disclosed in the Corporate Governance Report annually.

IV. Monitoring and Reporting

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board’s composition in terms of diversity, and monitor the implementation of this Policy and any measurable objectives it has set itself in this regard.

V. Policy Review

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy and recommend any changes to the Board for consideration and approval.

VI. Disclosure

A summary of this Policy will be disclosed in the annual Corporate Governance Report.