

## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

This Policy is to ensure that the mix and profiles of the Board members, in terms of age, ethnicity and gender, provide the necessary range of perspectives, experiences and expertise required to achieve effective stewardship and management.

### **2. THE POLICY**

The Nomination Committee is empowered to review and assess the composition and performance of the Board annually, as well as identifying qualified candidates to occupy Board positions. As for the composition of the Board, the Nomination Committee will determine the benefits of diversity underpinned by meritocracy in order to maintain an optimum mix of skills, knowledge and experience of the Board.

The Nomination Committee will continue to focus on diversity when recommending new candidates for Board memberships, as well as evaluating the performance of the Board and its individual members. To create and maintain a diverse Board, the Nomination Committee will perform the following:-

- ❖ Assess the appropriate mix of diversity including gender, ethnicity and age, skills, experience and expertise required on the Board and address gaps, if any;
- ❖ Make recommendations to the Board in relation to the appointments and maintain an appropriate mix of diversity, skills, experience and expertise of the Board as and when required; and
- ❖ Review and report to the Board on requirements in relation to diversity of the Board if the need arises.

The Board maintains the pursuit of its target of 30% women directors which is in line with the country's aspirational target of 30% representation of women directors.

The Nomination Committee will discuss and agree annually on the measurable objectives for achieving diversity of the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

### **3. ADOPTION AND REVIEW OF POLICY**

This Policy was adopted by the Board on 28 February 2017.

This Policy will be reviewed as and when required and updated in accordance with the needs of the Company.