



POLICY ON BOARD DIVERSITY

Introduction

This document sets out the Company's policy for promoting diversity in its board of directors (the "**Board**").

Vision

The Company is supportive of the gradual attainment of wider diversity in its Board composition and it recognizes the benefits that the Company may enjoy as a result of increased diversity in the widest sense both at the Board level and throughout all levels within the organization.

Policy Statement

Guided by the belief that the Company operates in an environment constantly presenting new opportunities and challenges to its governance model and also being sensitive to the example it is setting for other companies in the same and different industries, the Company values and is committed to increasing diversity in its Board and perceives such as a responsible and responsive characteristics in its internal governance and relationship with outside parties.

The Company is keen to foster diverse perspectives in all its decision-making processes and accepts factors such as skills, regional and industry experience, background, race, gender and other qualities of the decision-makers are all relevant.

Appointments to the Board always takes into account objectively both the merits of the candidates and the potential benefits that a diverse membership of the Board may have on the Company's growth and its competitiveness. It is the Company's goal to maintain a healthy diversity in the Board and it is confident that through the skills, experience and different backgrounds and perspectives of its members, greater quality in the formulation and execution of its business strategy will be achieved.

Measurable Objectives

The Company includes in its assessment a variety of factors in selection of candidates and they include without limitation skills, regional and industry experience, background, race,

gender and other qualities. All appointments will be based on merit, measured against objective criteria, and the skills and experience the individual can bring to the Company. The Company will apply the considerations described in this Policy in the candidate assessment and appointment process of director following the appearance of the next vacancy in the Board. In addition, the composition of the Board will be subject to ongoing review to ensure any need to maintain or widen diversity is addressed promptly.

Implementation and Review of the Policy

The Nominating and Corporate Governance Committee of the Board (the “**Committee**”) is responsible for both the implementation and review of the Policy and its mandate is to ensure that the Policy is duly observed and its objectives fully reflected in the appointment and ongoing assessment of the performance of Board members. After the initial approval of the Policy by the Board, the Committee has been delegated authority and responsibility from the Board to review and amend this Policy, when and where appropriate, in order to ensure its effectiveness. Upon any approval of an amendment of this Policy, the Committee shall report such approval and amendment to the Board.

Issue No. 2

Approved by: Nominating and Corporate Governance Committee

Approval Date: December 4, 2023

Certified to be a true copy by Senior Vice President, Group Corporate General Counsel

Signature : _____ [Signed by Tim Sung] _____

Revision History

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1	December 4, 2013	Board	N/A	3458-6141-4410 v.2	3463-9835-0858 v.2
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