



BOARD DIVERSITY POLICY

1. PURPOSE AND OBJECTIVE

- 1.1 This Policy sets out the policy on promoting diversity on the appointment and composition of its board of directors (the “**Board**”).

2. POLICY STATEMENT

- 2.1 The Company views diversity at the Board level as an essential element in supporting and attainment of its strategic objectives and its sustainability development. The Company endorses the principle that there should be diversity at the Board to ensure effective decision making and governance of the Company and its businesses through the perspectives derived from the different skills, experience, age, gender, age, educational and professional background, tenure of service and other distinguishing qualities of the Directors.
- 2.2 The Nominating Committee (“**NC**”) annually reviews and assesses the Board composition and recommends the appointment of new directors, where applicable. For new and continuing appointments, the NC will consider factors such as skills, experience, age, gender, educational and professional background, tenure of service and other relevant personal attributes that are important and needed to support good decision making at the Board level. Core competencies, which are taken into account in the selection and appointment of Directors, include banking, finance, accounting, business and management experience, industry knowledge, familiarity with regulatory requirements and knowledge of risk management, audit and internal controls. As gender is an important aspect of diversity, the NC will strive to ensure that the search for candidates for Board appointments will include female candidates that meet the set requirements for a new candidate.
- 2.3 All Board appointments will be made on merit, taking into account the skills, experience, independence and knowledge that the particular director can bring to the Board and with due regards for the benefits of diversity on the Board.

3. MONITORING AND REPORTING

- 3.1 The Company will report annually, in the Corporate Governance Report, on the Board’s composition in terms of diversity.

4. REVIEW OF THE POLICY

- 4.1 This Policy shall be subject to review by NC from time to time. NC will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.