

# **GREAT EASTERN HOLDINGS LIMITED**

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

To set out Great Eastern Holdings Limited's ("GEH" or the "Company") approach to diversity on the appointment and composition of its board of directors ("the Board").

### **2. Policy Statement**

- 2.1. The Company recognises the need and benefits of embracing diversity at the Board level to enhance stewardship and decision-making capabilities commensurate with the Company's ever-evolving operating environment.
- 2.2 A diverse Board will consist of Directors of different age, gender, length of service and with different skills, knowledge, experience, background and other relevant qualities considered essential for the effective governance of the Company. These differences will be considered in determining the optimal composition of the Board and when possible, should be balanced appropriately. All selections, appointments and re-appointments to the Board are based on merit and after due consideration of the collective skills and attributes needed to strengthen the overall board governance role.
- 2.3. The Nominating Committee reviews and assesses the Board composition on behalf of the Board and recommends the selection, appointment and re-appointment of Directors to the Board. In reviewing the Board composition, the Nominating Committee will:
  - (a) consider diversity factors in particular, skills, knowledge, experience including familiarity in the Company's core markets, age, gender and length of service, and other aspects of diversity as may be relevant, and assess the combined factors against the requirements needed to govern and direct the Company's strategic objectives.
  - (b) identify and nominate suitable candidates to the Board for appointment or re-appointment (as the case may be) based on merit and independence, and against objective criteria while paying due regard to the need for diversity on the Board.

### **3. Setting Objectives**

The Board is committed to observe the need for diversity when selecting its members. The contribution each Director brings and the composition thereof provides a good reflection of the range and adequacy of diversity on the Board. The Nominating Committee will discuss and agree on the relevant measurable targets for promoting and achieving adequate diversity on the Board from time to time and make recommendations for consideration and approval by the Board.

### **4. Monitoring and Reporting**

The Nominating Committee will review the Company's progress towards meeting the targets set for promoting and achieving adequate diversity on the Board and keep the Board updated. The Board's assessment of its composition from a diversity perspective is reflected annually under the Corporate Governance section of the Company's Annual Report. This Policy will also be published on the Company's website under the Corporate Governance and Board Diversity Policy section.

### **5. Review of the Policy**

The Nominating Committee will review the Policy to assess its relevance and effectiveness, when appropriate. Revisions, if necessary, will be recommended to the Board for approval.