

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

1.1 As per clause 49 {IV} of the listing agreement, the nomination and remuneration committee shall devise a policy on board diversity. This Policy aims to set out the approach to achieve diversity on the Company's board of directors ("Board").

### **2. Vision**

2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **3. Policy Statement**

3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

The policy shall be in line with the company's policy on directors' appointment and remuneration including criteria for determining qualifications, positive attributes, and independence of the director.

### **4. Measurable Objectives**

4.1 Selection of candidates will be based on a range of diversity perspectives, including but not 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. The Board's composition (including gender, ethnicity, age, length of service) will be disclosed in the Annual Report.

### **5. Monitoring and Reporting**

5.1 The Nomination Committee will monitor the implementation of this Policy. The composition of board shall be given in the Annual Report of the company.

### **6. Review of this Policy**

6.1 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

For MACHINO PLASTICS LTD.  
  
Managing Director