

**LIPPO LIMITED**  
(the “Company”)

**BOARD DIVERSITY POLICY**  
(Revised in January 2019)

**1. Purpose**

This Board Diversity Policy (this “**Policy**”) aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

**2. Vision**

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

**3. Scope of Application**

This Policy applies to the Board. It does not apply to diversity in relation to employees of the Company.

**4. Policy Statement**

The Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and sustainable and balanced development.

**5. Objectives**

Selection of candidates will be based on a range of diversity factors including, but not limited to, gender, age, cultural and educational background, professional experience, skills, knowledge and/or length of service. The Company will also take into account factors based on its own business models and specific needs from time to time. The ultimate decision will be based on merits and contribution that the selected candidates are expected to bring to the Board, having regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

## **6. Monitoring and Responsibility**

The Nomination Committee of the Company (the “**Nomination Committee**”) has the responsibility for monitoring the implementation of this Policy. It also has the responsibility for identifying suitable candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this Policy and the Directors’ Nomination Policy of the Company.

## **7. Review**

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

## **8. Disclosure**

This Policy will be published on the Company’s website for public information and a summary of this Policy will be disclosed in the Company’s annual Corporate Governance Report.

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