

## **BOARD DIVERSITY POLICY**

### **PURPOSE OF THIS POLICY**

This Board Diversity policy (the “Policy”) sets out the Company’s approach to ensuring adequate diversity in its board of diversity in its Board of Directors (the “Board”).

### **SCOPE**

This policy applies to the Board. It does not apply to employees generally.

### **POLICY STATEMENT**

The Company recognizes and embraces the importance of a diverse Board in its success. The Company believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that Asian Star Company Limited retains its competitive advantage.

Asian Star Company Limited believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- Drive business results;
- Make corporate governance more effective;
- Enhance quality and responsible decision making capability;
- Ensure sustainable development; and
- Enhance the reputation of Asian Star Company Limited.

The Nomination and Remuneration Committee (“Committee”) is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as in evaluating the Board and its individual members.

The Nomination & Remuneration Committee of the Company is responsible for reviewing and assessing the composition of the Board and will make recommendations to the Board on the appointment of new directors. The Committee will also review the structure, size and diversity of the Board as required and make recommendations on any proposed changes to the Board to complement the Company's objectives and strategy.

The effective implementation of this Policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately diverse. To this end, Asian Star Company Limited shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.

### **REVIEW OF THE POLICY**

The Committee will review this Policy from time to time as necessary, and make recommendations on any required changes to the Board for consideration and approval.