

SINGAPORE KITCHEN EQUIPMENT LIMITED

Company Registration No. 201312671M
(Incorporated in Singapore)

BOARD DIVERSITY POLICY

1. Purpose

- 1.1 This Policy aims to set out Singapore Kitchen Equipment Limited (“Company”) approach to achieve diversity on the Company’s board of directors (“Board”).

2. Scope

- 2.1 This policy applies to the Board of the Company.

3. Philosophy

- 3.1 The Company recognises and embraces the importance and benefits of having a diverse Board to enhance the quality of its performance. It is accordingly committed to promoting diversity of the Board.

4. Policy Statement

- 4.1 With a view to achieving a sustainable and balanced development, the Company sees 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 the following:

- (a) gender;
- (b) age;
- (c) nationalities;
- (d) ethnicity;
- (e) cultural background;
- (f) educational background;
- (g) experience;
- (h) skills;
- (i) knowledge;
- (j) independence; and
- (k) length of service.

- 4.2 All director appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity and needs on the Board.

- 4.3 Any search firm engaged to assist the Board or a committee of the Board in identifying candidates for appointment to the Board will be specifically directed to include diverse candidates and women candidates in particular.

5. Measurable Objectives

- 5.1 Selection of candidates will be based on a range of diversity perspectives as mentioned above. 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 Corporate Governance Report annually.

6. Monitoring and Reporting

- 6.1 The Nominating Committee will monitor the implementation of this Policy and report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

7. Review of this Policy

- 7.1 The Nominating Committee will review this Policy from time to time as appropriate, to ensure the effectiveness of this Policy. The Nominating Committee will also discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

8. Disclosure of this Policy

- 8.1 This Policy will be published on the Company's website for public information.
- 8.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.