

SKIPPER LIMITED

BOARD DIVERSITY POLICY

1. Purpose

The Board Diversity Policy (the “Policy”) aims to set out a framework to achieve diversity on the Board of Directors (the “Board”) of the Company.

Building a Board of diverse and inclusive culture is integral to the success of Skipper Limited. Ethnicity, age and gender diversity are areas of strategic focus to the composition of our Board.

The Board considers that its diversity, including gender diversity, is a vital asset to the business.

2. Vision

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. The Company is committed to promoting diversity on the Board.

3. Policy Statement

With a view to achieving a sustainable and balanced development, the Company witnesses 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 and knowledge. 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.

4. Measurable Objectives

The Committee will discuss and agree annually the relevant measurable objectives for promoting diversity on the Board and make recommendations for consideration and approval by the Board. The final decision will be based on merit against objective criteria and with due regard for the benefits of diversity on the Board.

The Board’s composition (including gender, ethnicity, age) will be disclosed in the Corporate Governance Report annually.

5. Monitoring and Reporting

The Committee will monitor and implement this Policy and report to the Board on the achievement of the measurable objectives for promoting diversity described in section 4 of this Policy.

A. The Committee will report to the Board on:

- Initiatives undertaken by the Committee in relation to board Diversity
- Progress in achieving the same and to make recommendations to the Board on any proposed changes to the Board to complement the Company’s objectives and strategy

6. Review of the Policy

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

7. Disclosure of the Policy

The Policy will be uploaded on the Company’s website for public information.

A summary of the Policy together with the measurable objective set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.