

POLICY

Group	GOKONGWEI GROUP OF COMPANIES	Document No. JG CGMS Bulletin No. 2018-20	Page 1 of 2
Company	JG SUMMIT HOLDINGS, INC. (JGSHI)	Reference (Old Doc.) No. NA	Revision No. 0
Business Unit	CCU	Document / Revision Date 28 May 2018	
Chapter	GOVERNANCE	Effectivity (Approval Date): 28 May 2018	
Section	POLICIES	Approved by:	
Subject	BOARD DIVERSITY POLICY	(Minutes of Meeting) BOARD OF DIRECTORS	

POLICY STATEMENT	The Company recognizes the benefits of having a diverse Board and its value in maintaining sound corporate governance while achieving strategic objectives and sustainable growth.
OBJECTIVES	The Board Diversity Policy (“the Policy”) establishes the approach to realize diversity of Board membership on an on-going basis.
SCOPE AND COVERAGE	The Policy applies to the Board of Directors. It does not apply to diversity in relation to employees of Gokongwei Group, which is covered by the internal guidelines of the respective company Human Resources Groups.
GENERAL POLICIES	<ol style="list-style-type: none"> 1. The Company recognizes the benefits of having a diverse Board, and its increasing value in maintaining sound corporate governance, achieving strategic objectives, realizing sustainable growth and balanced development. 2. Board diversity shall be considered from varied aspect when structuring the Board’s composition including but not limited to gender, age, culture and educational background, geographical location, professional experience, skills, knowledge, and length of service of directors, and other regulatory requirements, etc. The Board shall likewise strive to ensure that there is independence in the Board membership and may consider having women in the Board. 3. The varied aspects of diversity shall be considered and appropriately balanced in determining the optimum composition of the Board.
Framework	<ol style="list-style-type: none"> 4. The Corporate Governance Committee (“the Committee”) shall: <ol style="list-style-type: none"> 4.1. review and assess the structure, size and composition of the Board; 4.2. examine the selection standards, nomination and recruitment process of directors; and 4.3. review at least once a year the independence of the members of the Board of Directors.
Annual Review and Assessment	<ol style="list-style-type: none"> 5. The Corporate Governance Committee shall oversee the conduct of the annual review of Board effectiveness. The annual review shall consider the benefits of all aspects of



JG SUMMIT
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Annual Reporting

- diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
6. As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the balance of skills, experience, independence and knowledge of the Company and the diversity representation of the Board, how the Board works together as a unit and other factors relevant to its effectiveness will be assessed.
 7. The Corporate Governance Committee shall report annually on the process it adopted in relation to Board appointments.

POLICY REVIEW

The Corporate Governance Committee shall review the Policy annually to assess its effectiveness. The Committee shall discuss and recommend amendments to the Board, as it deemed necessary.

EFFECTIVITY CLAUSE

This Policy shall take effect upon approval by the Board of Directors and shall continue to be in full force unless superseded by new polices and guidelines.