



BOARD DIVERSITY POLICY
Effective Date: 01st April, 2014
Version: 3
Last Review Date: 14th February, 2025

ADF FOODS LIMITED (the “Company”)

1. Purpose

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

2. Vision

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

3. Policy Statement

With a view to achieving a sustainable and balanced development, the Company sees 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 merit, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

4. Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, educational background, ethnicity, professional experience, skills and knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

5. Review of the Policy

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

6. Disclosure of the Policy

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