MTQ CORPORATION LIMITED
(Incorporated in Singapore)
196900057Z

BOARD DIVERSITY POLICY

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1. PURPOSE

This Board Diversity Policy (the "**Policy**") sets out the principles and approach adopted by MTQ Corporation Limited (the "**Company**") and its subsidiaries (collectively, the "**Group**") to promote diversity in the composition of the Board of Directors (the "**Board**").

2. POLICY STATEMENT

The Company recognises that Board diversity is an important element in supporting the achievement of the Group's strategic objectives, sustainable development, effective decision-making and governance.

The Company seeks to maintain a Board comprising directors with a diverse range of skills, experience, knowledge and attributes to provide effective leadership and oversight of the Group and enhance the quality of its decision-making.

In reviewing Board composition and considering the appointment of new directors, due consideration is given to various aspects of diversity, including qualifications, skills, experience, gender, age, ethnicity, knowledge of the Group and other relevant factors.

Director appointments are based on objective criteria, taking into account the merits of individual candidates, the needs of the Group, and the overall balance, diversity and effectiveness of the Board.

In assessing Board composition and performance, consideration is given to maintaining an appropriate balance of skills, experience, knowledge, character and independence, while recognising the benefits of diversity in perspectives and backgrounds.

3. BOARD DIVERSITY TARGETS

The Company adopts the following diversity targets and approaches to support an appropriately balanced and effective Board:

Target	Approach
Maintain at least one female director on the Board.	The Company seeks to maintain at least one female director on the Board and to include female candidates for consideration when identifying and evaluating potential director appointments.
Maintain age diversity among directors, with	Age diversity and the appropriate balance of

ages ranging from the 50s to above the 70s, and the majority of directors aged between 50 and 69.	experience, perspectives and continuity are taken into consideration when reviewing Board composition and evaluating potential candidates.
Enhance and maintain the Board's skill set with relevant expertise and experience.	The Company considers the existing composition of the Board and seeks candidates whose qualifications, expertise and experience would complement and strengthen the collective capabilities of the Board.

These targets are reviewed in the context of the Group's needs and the objective of maintaining an effective and appropriately balanced Board.

4. DIRECTOR APPOINTMENT AND BOARD COMPOSITION

In identifying and evaluating the appointment of a new Director to the Board, the Company will continue to take steps and ensure that:

(a) if external search consultants are used to search for candidates, the requirement to present female candidates will be made known;
(b) female candidates are included for consideration; and
(c) the various aspects of diversity such as qualifications, skills, experience, gender, age, ethnicity and knowledge of the Group of the candidates will be taken into consideration as part of its recruitment exercise.

All appointments are made based on the suitability and merits of individual candidates, having regard to the overall composition, balance and effectiveness of the Board.

5. MONITORING AND REPORTING

The Nomination and Remuneration Committee (the "**NRC**") overseas the implementation of this Policy and reviews the diversity of the Board on an ongoing basis.

The Company reports annually on Board composition and diversity in its Corporate Governance Report, including relevant information on the progress made towards its diversity targets, where appropriate.

6. REVIEW OF THE POLICY

This Policy is reviewed by the NRC from time to time to assess its continued relevance and effectiveness. Any proposed revisions are submitted to the Board for consideration and approval.