



SIM LEISURE GROUP LTD

BOARD DIVERSITY POLICY

(Pursuant to Rule 710A Catalist Rules)

(For Annual Review / Approval)

Category	Corporate Governance
Subject	Board Diversity Policy
Approved by	Nominating Committee and Board of Directors
Effective Date	Approved on 21 February 2023 (Board)
Reference	CG-2022-1

1. PURPOSE OF THE POLICY

- 1.1 The Board Diversity Policy (the “**Policy**”) sets out Sim Leisure Group Limited’s (“**Sim Leisure’s**” or “**Company’s**”) approach to diversity on the Board of Directors (“**Board**”) of Sim Leisure.

2. PRINCIPLES OF THE POLICY

- 2.1 The Company recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage as well as supporting the attainment of its strategic objectives and its sustainable progress and development.
- 2.2 A diversified Board will include and make good use of differences between the Directors in terms of skill, knowledge, experience, background, gender, age and other aspects of the diversity. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately.
- 2.3 The Policy support the principle that its Board members collectively possess the balance of skills, knowledge, experience which are broadly classified into three (3) core competency categories 1) Accounting /Finance /Legal /Corporate governance; 2) Industry /Customer based-knowledge or experience and 3) Strategic planning experience (“**Core Competencies**”) and other aspects of diversity including gender and age that will facilitate the Group’s pursuit of its long term strategic and business objectives.
- 2.4 The Nominating Committee (“**NC**”), on behalf of the Board reviews and assesses the Board matrix and composition and recommends the appointment of new Directors apart from overseeing the conduct of the annual assessment of Board effectiveness with a view to determining the competencies, commitment, contribution and performance of each Director, the Board as a whole, each of the Committees, and reviewing the Board’s succession plans. In determining the optimum composition and size of the Board, the NC will consider the benefits of all aspects of the diversity in order to maintain an appropriate range and balance of skills, knowledge and experience and background on the Board. In identifying suitable candidates for appointment to the Board, NC will consider candidate on merit against objective criteria and with regard for the benefits of diversity on the Board. Newly identified candidate(s) will subject to NC’s interview before any recommendation is made to the Board.

3. STRATEGIES AND MEASURES OF THE POLICY

3.1 The Board is of the view that, while it is important to promote Board diversity in terms of gender, age and other aspects of diversity, the normal selection criteria based on an effective blend of Core Competencies to strengthen the Board should remain a priority. The Board would take into consideration the following in relation to gender and age aspects:

Gender diversity

- The Company appreciates the benefits of having gender diversity that would offer different viewpoints, ideas and market insights considering its diverse customer base as compared to the Board that dominated by one gender, which would facilitate effective and informed decision-making.
- The Company will ensure the Board comprises at least one female Director and will strive to work toward having more female Directors on the Board.
- The Company will continue to provide a suitable working environment that is free from harassment and discrimination in order to attract and retain female participation.

Age diversity

- The Company acknowledges the benefits of having age diversity which would offer professional environment that are rich with experience and maturity as well as youthful ideals. This encourages a dynamic and multi-generational workforce with a diverse range of skill sets that are beneficial to the Company.
- The Company does not fix age limit for its Directors though it constantly takes into consideration of age diversity for a balanced Board composition.

3.2 The Company will continue to review succession plans to ensure an appropriate focus on diversity of skill, knowledge, experience, background, gender, age and other aspects of diversity and identify potential candidates for directorship from a diverse pool of candidates including requirement to include female candidate for search of suitable candidate.

4. MONITORING AND REPORTING AND REVIEW OF POLICY

- 4.1 The NC will monitor the implementation of this Policy and report annually, in the Corporate Governance Report, on the Board composition and diversity.
- 4.2 The NC will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The NC will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

END OF THE POLICY