

# DATAPULSE TECHNOLOGY LIMITED

## BOARD DIVERSITY POLICY

### 1. Purpose

- 1.1 This Board Diversity Policy sets out the policy and framework for promoting diversity on the Board of Directors (“**Board**”) of Datapulse Technology Limited (“**Company**”).

### 2. Policy Statement

- 2.1 The Company is strongly committed to fostering diversity and inclusion on its Board, leveraging on the collective strength of its members who possess diverse abilities, knowledge, skills and professional experiences, and are able to contribute unique and valuable perspectives due to their different backgrounds, gender and cultures, effectively spurring innovative thinking and cultivating sustainable competitive advantages for the Company’s long-term growth and success.
- 2.2 When reviewing and assessing the composition of the Board and making recommendations to the Board for the appointment of Directors, the Nominating Committee (“**NC**”) of the Company will consider all aspects of diversity in order to arrive at an optimum balanced composition of the Board.

The final decision on selection of Directors will be based on merit against objective criteria that complements and expands the skills and expertise of the Board as a whole, and after having given due regard to the overall balance and effectiveness of a diverse Board.

### 3. Objectives

- 3.1 The objective of this Policy include:

- guards against groupthink and foster more robust discussions, which will lead to better decision-making.
- encourage merit-based recruitment and appointment of directors while imposing a diversity target when all merit-based considerations are relevantly equal.
- support management's efforts to increase the proportion of senior leadership roles held by people from diverse backgrounds.

- 3.2 The NC will discuss and agree on the relevant measurable objectives for promoting and achieving diversity on the Board and make its recommendations for consideration and approval by the Board.

### 4. Scope

- 4.1 Diversity is multidimensional, encompassing a wide range of factors such as independence, skills, knowledge and experience, gender, ethnicity and age.
- **Independence.** To ensure the Board's independence, it shall have a balanced composition of executive, non-executive, and independent non-executive directors.

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### 4. Scope (Continued)

4.1 Diversity is multidimensional, encompassing a wide range of factors such as independence, skills, knowledge and experience, gender, ethnicity and age. (Continued)

- **Skills**. Knowledge and Experience. To guide and assist the Board in its endeavours, the directors must have a diverse range of skills, knowledge, and experience (such as legal, corporate finance and industrial).
- **Gender**. The Board acknowledges the Council for Board Diversity's recommendation for women board representation.
- **Age**. The Board recognises that a diverse age range improves boardroom dynamics and is an important part of director succession planning.
- **Ethnicity**. The Board recognises that ethnic diversity in the boardroom can inspire creativity and drive innovation.

### 5. Aims / Targets

5.1 While it is important to promote boardroom diversity in terms of gender, ethnicity and age, the Board believes that the normal selection criteria based on independence, skills, knowledge and experience should remain a priority. The Board would consider the following measures:

- **Gender**. The Board does not set a specific target for the number of women directors on the Board, but it is committed to attracting and retaining women participation on the Board by cultivating an environment of respect for all people, regardless of gender. The NC in consultation with the Board strive to ensure that:
  - a) female/woman candidates are included for consideration whenever it seeks to identify a new Director for appointment to the Board;
  - b) review and consider a female/woman participation on the Board in the next 3 years; and
  - c) female/woman representation on the Board be continually improved over time based on the set objectives of the Board.
- **Age**. The Board does not set a specific target for the number of directors of different age diversity, but it is committed to attracting and retaining diverse age groups participation on the Board by cultivating an environment of respect for all people, regardless of age.
- **Ethnicity**. The Board does not set a specific target for the number of directors of different ethnicities on the Board, but it is committed to attracting and retaining diversified ethnicity participation on the Board by cultivating an environment of respect for all people, regardless of ethnicity.

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### **6. Reporting and Reviews**

The NC will be responsible for leading the process for Board and Board Committee appointments and ensuring that this policy is implemented in an effective and practical manner. The NC will report to the Board periodically on the progress made in achieving the objectives set for promoting diversity as described in this policy.

The NC will review this policy every 3 years, or as directed by the Board from time to time, as appropriate, for an assessment of its effectiveness and will recommend changes, as appropriate, to the Board.