



PERENNIAL HOLDINGS PRIVATE LIMITED

(Incorporated in the Republic of Singapore)
(Company Registration Number: 200210338M)

BOARD DIVERSITY POLICY

Effective Date: 21 July 2021

Version No.2.0

1. Purpose

To set out Perennial Holdings Private Limited's ("PHPL" or "Company") approach to diversity on the composition of its Board of Directors ("Board").

2. Policy Statement

The Company recognises that having a board composition which comprises directors who, as a group, are able to provide an appropriate balance and diversity in skills, experience, gender and the relevant industry knowledge, is an essential element contributing to the sustainable development of the Company.

3. Monitoring and Reporting

This Policy is reflected annually under the Corporate Governance section of the Company's Annual Report. This Policy will also be published on the Company's website.

4. Review of Policy

The Board will review this Policy from time to time, as appropriate.

5. Change History

Version Number	Description of Changes Made	Policy Approval Date
1.0	Establishment of the Board Diversity Policy	5 November 2019
2.0	Review of the Board Diversity Policy	21 July 2021