



AOXIN Q & M DENTAL GROUP LIMITED
(Company Registration Number: 201110784M)
(Incorporated in the Republic of Singapore)

BOARD DIVERSITY POLICY

1. Purpose

The Board Diversity Policy (this “**Policy**”) aims to set out the approach to achieve diversity in the Company’s board of directors (“**Board**”).

2. Scope

This Policy applies to the Board of the Company.

3. Policy Statement

- 3.1 The Company recognises and embraces the importance and benefits of having a diverse Board to enhance stewardship and decision-making capabilities while avoiding “groupthink”.
- 3.2 The Nominating Committee (“NC”) of the Company is responsible for reviewing and assessing the composition of the Board and making recommendations to the Board on the appointment of new director. In reviewing the Board composition, the NC will:
 - (a) consider diversity factors in particular, skills, knowledge, experience including familiarity in our business, age, gender, ethnicity and culture, geographical background and nationality, length of service, and assess the combined factors against the requirements needed to govern and direct the Company’s strategic objectives.
 - (b) review the structure, size, balance, and diversity of the Board and recommend any proposed changes to the Board to complement the Company’s objectives and strategies.
 - (c) identify and nominate suitable candidates to the Board based on merit against objective criteria while paying due regard to the overall balance and effectiveness of the Board.
- 3.3 In the process of searching for qualified persons to serve on the Board, the NC shall strive for the inclusion of a diverse individual. The final decision on selection of new director will be based on merits against the objective criteria set and after giving due regard for the benefits of diversity on the Board.

4. Objectives

- 4.1 The NC will discuss and agree annually on the relevant quantitative and qualitative objectives for promoting and achieving diversity on the Board and make recommendations for consideration and approval by the Board as and when required.
- 4.2 At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

5. Monitoring and Reporting

The NC will monitor the implementation of this Policy through the Board Evaluation Form filled by the members of the Board and report to the Board on the process made in achieving the objectives for promoting diversity as described in this Policy.

6. Review of this Policy

The NC will review this Policy from time to time as appropriate, to ensure the effectiveness of this Policy. The NC will also discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.