



GLOBAL SWEETENERS HOLDINGS LIMITED

大成糖業控股有限公司*

(incorporated in the Cayman Islands with limited liability)

(stock code: 03889)

BOARD DIVERSITY POLICY (THE “POLICY”)

1. PURPOSE

1.1 This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

2. SCOPE OF APPLICATION

2.1 This Policy applies to the Board. It does not apply to diversity in relation to employees of the Company and its subsidiaries.

3. POLICY STATEMENT

3.1 The Company recognises and embraces the benefits of building a diverse and inclusive Board, and agrees to increase diversity at Board level continuously, in order to achieve and maintain a sustainable development and competitive edge.

3.2 Board diversity will be achieved through consideration of a number of factors, including but not limited to gender, age, ethnicity, cultural and educational background, professional expertise, industry experience, management function and length of service. These aspects will be considered in determining the optimum composition of the Board and should be balanced appropriately when possible and necessary.

3.3 Underpinned by meritocracy, all Board appointments will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

* For identification purposes only

4. MEASURABLE OBJECTIVES

4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, ethnicity, cultural and educational background, professional experience, industry experience, management function and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, age, ethnicity, length of service) will be disclosed in the corporate governance report annually.

5. MONITORING AND REPORTING

5.1 The Nomination Committee will review and assess annually the diversity of Board's composition, and will report accordingly in the corporate governance report. Such report will include a summary of the Policy and the progress made towards the achievement of the measurable objectives.

5.2 The Nomination Committee will also be responsible for overseeing the implementation of the Policy and making recommendations to the Board regarding the measurable objectives and Board succession, to maintain an appropriate level of Board diversity.

6. REVIEW OF THE POLICY

6.1 The Nomination Committee will conduct an annual review of this Policy which includes an assessment of the effectiveness of the Policy, and discuss any revisions that may be required and recommend any revisions to the Board for consideration and approval.

7. DISCLOSURE OF THE POLICY

7.1 The Policy will be posted on the Company's website for information of the shareholders of the Company and the public.

7.2 A summary of this Policy and the progress made towards the achievement of the measurable objectives will be disclosed in the annual Corporate Governance Report.

29 August 2013