

BUMITAMA AGRI LTD.
(Incorporated in Singapore)
(Co. Reg. No: 200516741R)
(the “Company”)

**RESPONSE TO THE SUBSTANTIAL AND RELEVANT QUESTION SUBMITTED BY
SHAREHOLDER IN ADVANCE OF THE ANNUAL GENERAL MEETING TO BE HELD ON 22
APRIL 2022**

Bumitama Agri Ltd (the “**Company**”) has received a substantial and relevant question from a shareholder in advance of the Annual General Meeting (“AGM”) to be held on 22 April 2022 and the Board of Directors of the Company wishes to announce the Company’s response to the question as follow:-

Question

Relating to resolution number 5 of re-election of Mr. Lee Lap Wah George as director. We support gender diversity on a company’s board and will consider voting against the election of directors where boards do not have at least 30% female representation at companies in the most developed markets. We intend to vote against this nominee, as he is the incumbent member of nomination committee to register our concern. Specially, there is 1 female out of 7 board members.

We encourage companies to enhance their board diversity across many factors, including gender, and believe that this should contribute to improved decision-making outcomes and board effectiveness.

Does the group have any further details/ comments that could assist them to review their proposals?

The Company’s response is:

- The Company, together with its subsidiaries (the “**Group**”), is committed to promote equality and respectful treatment of all individuals, through embracement of differences deriving from one’s gender, age, nationality, ethnicity, race, religion, social or economic group, and many other relevant factors. This commitment of respecting and valuing all forms of differences extends from the Board of Directors, to the senior management, transcending all the way down to the workforce, including parties contracted to act on the Company’s behalf in various processes.
- The matters of diversity and non-discrimination have been firmly embedded into the Company’s operational procedures since the inception of the 2015 Sustainability policy. Mindful of the complexity of this issue, we have decided to single it out in a separate Diversity Policy adopted by the Company on 21 February 2022, which allows us to provide greater emphasis, commitment and focus on this matter.
- The Company stands for equal treatment and opportunities for all, without distinction. As such, circumstances in which at least 30% female representation on Board shall be required have not been currently specified. The Group will conduct an analysis of such policy and its implications on the Board’s decision-making process and effectiveness, and set a target for implementation if deemed beneficial.
- The Company will ensure that appropriate selection criteria are applied in all recruitment processes, including the election of its Board members, based on diverse skills, experience and perspectives to continually enhance its business performance.

In accordance with the Notice of AGM and Important Notice relating to AGM dated 7 April 2022, shareholders will also be able to ask questions at the forthcoming AGM physically and virtually. Please refer to the aforesaid Notice and Important Notice for detailed information.

By Order of the Board

Lim Gunawan Hariyanto
Executive Chairman & CEO

15 April 2022