

GENDER DIVERSITY POLICY

1. INTRODUCTION

Guidance 5.10 of the Malaysian Code on Corporate Governance 2021 (“MCCG”) recommends that the Board should establish a policy formalising its approach to boardroom diversity. The Board through its Nomination Committee (“NC”) should take steps to ensure that women candidates are sought as part of its recruitment exercise. The Board should explicitly disclose in the annual report its gender diversity policies for the Board and Senior Management.

2. PRINCIPLES OF THE GENDER DIVERSITY POLICY

The Company recognises and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining a competitive advantage.

Diversity encompasses various areas such as gender, age, ethnicity and cultural background. A well diversified Board will inculcate and make good use of differences in the skills, regional and industry experience, background, race gender and other qualities of Directors and Senior Management. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately.

The NC reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors who are fit and proper. It also oversees the conduct of the annual assessment of Board effectiveness.

In reviewing Board composition, NC will consider the benefits of all aspects of diversity in order to maintain an appropriate range and balance of skills, experience and background of the Board.

In identifying suitable candidates for appointment to the Board, NC will consider the benefits of all diversity aspects, in order to maintain an appropriate range and balance of skills, experience and background of the Board. The NC will also consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, NC will consider the balance of skills, experience, independence and knowledge on the Board and the diverse representation of the Board.

3. MEASURES ON GENDER DIVERSITY

To pursue the objectives of gender diversity, the Board would take into consideration the following measures:

- The NC is responsible for ensuring that gender diversity objectives are adopted in Board recruitment and succession planning processes.
- The NC will shortlist the potential women candidate based on the following criteria:-
 - skills, knowledge, expertise and experience;
 - professionalism;
 - integrity; and
 - in the case of the candidates for the position of Independent Non-Executive Directors,

the NC would also evaluate the candidates' ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors.

- The Company shall adopt a more accommodating boardroom culture and environment that is free from harassment and discrimination, in order to attract and retain women's participation on the Board.
- To avoid mismatch and ineffective appointment of women Directors, the Company does not set any specific target (save for the requirements set out in the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad) for women Directors in the Gender Diversity Policy and will actively work towards having more women Directors on the Board.
- The NC will ensure that the Board complies with the market listing requirement at all times in terms of the composition of the Board.

4. MONITORING

The Board will review the measures set to achieve gender diversity in the boardroom from time to time.

This Gender Diversity Policy was approved and adopted by the Board on 8 March 2024.