

(Board Charter – Cont'd)

**1.0 BOARDROOM DIVERSITY POLICY**

This Policy pursues the recording, more formally, of the Company's policy on board diversity and the recognition of the recommendation of the Malaysian Code on Corporate Governance 2021.

The Board is committed to maintaining an environment of respect for people regardless of their gender in all business dealings and achieving a workplace environment free of harassment and discrimination on the basis of gender, physical or mental state, ethnicity, nationality, religion, age or family status. The same principle is applied to the selection of potential candidates for appointment to the Board.

The Board acknowledges the importance of promoting gender diversity, and the normal selection criteria based on an effective blend of competencies, skills, extensive experience, and knowledge to strengthen the Board should be a priority. Other than Listing Requirements, the Company does not set any specific target for female directors in the Gender Diversity Policy and will actively work towards having more female directors on the Board.

Selection of candidates will be based on a range of diverse perspectives, including but not limited to professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background. 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, ethnicity and age) will be disclosed in the Company's Annual Report.

**Scope & Policies**

The Board considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background.

**(a) Board Mix**

The Board shall include a balanced composition of Executive and Independent Non-Executive Directors to promote a strong element of independence in the Board. The Independent Non-Executive Directors shall be of sufficient calibre and standing for their views to carry weight.

**(b) Skills and Experience**

The Board shall possess a balance of appropriate skills for the requirements of the Group's business. The Directors shall have a mix of financial, legal, management and other backgrounds which, when working in synergy, could provide the Group with considerable experience in a wide range of activities.

**(c) Gender**

The Board takes cognisance of the recommendation of the Malaysian Government to have at least 30% of women as decision-makers in the corporate sector. The Company shall endeavour to increase female representation on the Board if there are appropriate candidates available when Board vacancies arise.

(Board Charter – Cont'd)

(d) Ethnicity/Nationality

The Company aspires to have a board of directors of different nationalities or ethnic backgrounds who can contribute their knowledge and understanding of the business, industry and environment.

(e) Age

The Board is fully committed to promoting age diversity, valuing the contribution of its members regardless of age, and seeks to eliminate age stereotyping and discrimination.