

Diversity Policy

1. Objective

This policy aims to set out the approach for achieving diversity for the Company. To the extent practicable, the Company will address the recommendations and commentary provided in the Malaysian Code on Corporate Governance 2017 ("MCCG 2017").

With a view to achieving a sustainable and balanced development, the Company sees diversity at the Board and Senior Management level as an essential element in supporting the attainment of its strategic objectives.

In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural, educational background, ethnicity, professional experience, skills, and knowledge.

2. Scope

a) Independence

The Board includes a balanced composition of Executive, Non-executive Directors and Independent Non-executive Directors so that there is a strong element of independence in the Board.

b) Skills and experience

Retaining Directors and Senior Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective;

c) Gender

The Board is aware of the recommendation of the Malaysian Government to have at least 30% women participation on the boards and will take the necessary measures to attract women participation on the Board.

d) Ethnicity

Ethnic diversity in the boardroom would be encouraged as it provides advantages that can help a company prosper inclusive but not limited to sharing of knowledge in different markets to enhance the Company's global presence as well as sharing of viewpoints by Directors from different ethnic background as when a variety of viewpoints are thrown into the problem-solving mix, new and innovative solutions can be reached. There is no specific target of the board in terms of ethnic of its board members or members of Senior Management.

e) Age

The Board with a wide range of age has the advantage of creating a dynamic, multi-generational workforce with a diverse range of skill sets that are beneficial to the Company

3. Measurable objective

On regular basis, the Nomination Committee is tasked to discuss the measurable objectives for achieving diversity on the Board and Senior Management and recommend them to the Board for adoption. At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

Procedures:

A. Recruitment

1. All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff or directors.
2. There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
3. In relation to recruitment of director/ board member, the Nomination Committee is entrusted by the Board to identify potential candidates by seeking applications from suitably qualified individuals; and/or placing advertisements in appropriate media; and/or engaging external consultants that will present diverse candidates.
4. The Nomination Committee will evaluate the mix of skills, experience, expertise and diversity of the existing Board that will best increase the Board's effectiveness. Consideration is also given to meeting the balance of independent Directors on the Board.
5. Upon identifying the appropriate candidate to be appointed as director or board member, the Nomination Committee will make their recommendations to the Board for approval.

B. Remuneration and Promotion

1. We will act honestly and without bias when setting the remuneration levels of our employees and directors regardless of age, gender, ethnicity, cultural background or other personal factors.
2. All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

C. Trainings

1. All internal and external training opportunities will be based on merit and in light of Company and individual needs regardless of age, gender, ethnicity, cultural background or other personal factors.

4. Monitoring and Reporting

The Board will report annually in the Corporate Governance Report on the Board's diversity based on the above aspects and monitor the implementation of this Policy.

5. Review of this policy

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

6. Disclosure of this policy

This Policy will be published on the Company's website for public information.