

## **GENDER DIVERSITY POLICY**

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### **Purpose of the Policy**

In pursuant with the recommendation provided in the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”), this policy is intended to set out the approach to diversity on the Board of Directors (“Board”) and senior management of Apollo Food Holdings Berhad (“the Company”).

### **The Board’s Commitment**

The Board recognises that having a diverse board can offer greater benefits to the Company and considers gender diversity to be an essential element to ensure the effectiveness of the Board and senior management. Different points of views or insights can be obtained from both Board and senior management to provide a stronger talent pipeline and more successful business planning for the Company.

In order to enhance women participation in decision-making positions, the Board is responsible in monitoring its appointment process in a manner that promotes gender diversity.

The Nomination Committee thus will become an important role in:

- Paying attention on experience women candidates with qualified skills and knowledge and recruiting her to fill in vacancy for Board or senior management positions.
- Developing succession plans to ensure appropriate focus on gender diversity.
- Reviewing any other strategies related to gender diversity delegated by the Board from time to time.

### **Monitoring and Measurement**

The Company must ensure at least one women director is appointed and served on the Board. Nevertheless, the Company is working towards to have more female directors (30% women participation) on the Board if there is any opportunity arises. The Nomination Committee will assess the performance of women directors and ensure appropriate boardroom diversity on the Board from time to time.

The Company will also strive to provide and maintain a suitable working environment that is free from harassment and gender discrimination in order to attract and retain women participation on the Board and senior management positions.

### **Review and Disclosures**

The Company will make appropriate disclosures on gender diversity policy in its annual report based on the practice stated in MCCG 2021.

This policy is reviewed and approved by the board on 29 March 2022.