

GENDER DIVERSITY POLICY

Purpose of the Policy

In pursuant with the recommendation provided in the Malaysian Code on Corporate Governance 2017 (“MCCG 2017”), this policy is set up to provide a framework for the Group to increase women participation either in board or senior management positions.

The Board’s Commitment

The board recognises that a gender diverse board can offer greater benefits, depth and breadth to the Group’s business strategies as compared to a gender non-diverse board. Different points of views or insights can be provided via gender diversity at both board and senior management positions as gender diverse workforce can provide a stronger talent pipeline and more successful business planning for the Group.

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 female 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 Group ensure at least one female director is appointed and served on the board. Nevertheless, the Group is working towards to have more female directors (30% women participation) on the board if there is any opportunity arises. The Nomination and Remuneration Committee will assess the performance of female directors and ensure appropriate women participation on the board annually.

The Group 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 Group will make appropriate disclosures on gender diversity policy in its annual report based on the practice stated in MCCG 2017.

This policy is reviewed and approved by the board on 28 March 2018.