BOARD DIVERSITY POLICY

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1. Purpose

This Policy sets out the Company's commitment and approach to achieving an appropriately diverse Board, to support effective oversight, robust deliberation and long-term sustainability.

This Policy is developed in accordance with the Malaysian Code on Corporate Governance and the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, and shall be read together with the Company's Board Charter and other relevant governance policies.

2. Policy statement

The Company recognises that diversity strengthens Board effectiveness by bringing a broader range of perspectives, skills and experiences to Board deliberations.

Board appointments and re-elections shall be based on merit and the needs of the Company, while taking diversity objectives into account.

In all cases, the appointment and re-election of Directors shall be guided by merit, competence and the best interests of the Company, with diversity considerations forming part of the overall decision-making process.

3. Dimensions of Board diversity

In considering Board composition, the Board and Nomination and Remuneration Committee (NRC) will take into account, where relevant, diversity across dimensions such as:

- Gender;
- Ethnicity and cultural background;
- Age and generational perspective;
- Skills, experience and professional background; and
- Other attributes relevant to the Company's strategy and stakeholder context.
- Independence of thought and cognitive diversity.

4. Targets and aspirations

The Board shall include at least one (1) female Director.

The Company will work towards achieving at least 30% female representation on the Board, in line with the Malaysian Code on Corporate Governance, taking into account Board size, succession planning and the availability of suitable candidates.

Targets may be reviewed from time to time, having regard to Board size, succession planning and the availability of suitable candidates.

5. Implementation and accountability

The NRC shall consider Board diversity objectives when assessing candidates for appointment and when recommending Directors for re-election, together with the fit and proper criteria under the Directors' Fit and Proper Policy.

The Board's composition, including independence, shall be managed in accordance with the Board Charter and the Independence of Directors Policy.

Succession planning should take diversity objectives into account to support continuity and renewal.

The Nomination and Remuneration Committee shall be responsible for overseeing the implementation of this Policy and making recommendations to the Board on Board composition, succession planning and diversity objectives.

6. Monitoring and disclosure

The NRC shall monitor progress against diversity objectives and report to the Board as appropriate.

The Company will disclose its diversity approach and, where applicable, relevant Board composition information in its annual report and/or corporate governance disclosures.

Such disclosures shall be made in accordance with applicable corporate governance disclosure requirements and practices.

7. Review and updates

This Policy shall be reviewed periodically, and at least annually, to ensure continued relevance and alignment with applicable requirements and best practices.

[End of Policy]