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GENDER DIVERSITY POLICY

1. Objective

The objective of this Gender Diversity Policy ("Policy") is to guide the Company's Nominating Committee ("NC") and the Company on the diversity of the Board of Directors and senior management.

2. Principles of the Gender Diversity Policy

The Company recognises and embraces the benefits of having a diverse Board and senior management, and sees increasing diversity at Board and senior management level as an essential element in enhancing sustainable growth and development and in promoting better corporate governance within the Group.

A truly diverse Board and senior management will include and make good use of differences in the skills, professions and industry experience, background, race, gender and other qualities. These differences should be balanced appropriately in determining the optimum composition of the Board and senior management.

All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires to be effective.

The NC reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors.

It also oversees the conduct of the annual assessment of Board effectiveness.

In reviewing Board composition, NC will consider the benefits of all aspects of diversity in order to maintain an appropriate range and balance of skills, experience and background on the Board.

In identifying suitable candidates for appointment to the Board, NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, NC will consider the balance of skills, experience, independence and knowledge on the Board and the diversity representation of the Board.

The Board will take the necessary measures to attract and maintain women participation on the Board with at least 30% in accordance to the practice stated in Malaysia Code on Corporate Governance. Whereas under the listing requirement Chapter 15.02, a listed corporation must ensure that at least 1 director of the listed corporation is a woman.

3. Measures on Gender Diversity

The NC is responsible in ensuring that gender diversity objectives with at least 30% of women Directors are adopted in board recruitment, board performance evaluation and succession planning processes.

The Company agreed that it is important to promote gender diversity. However, the selection criteria based on an effective blend of competencies, skills, extensive experience and knowledge to support the Company should remain a priority to senior management. Thus, the Company does not set any specific target for female senior management in the Gender Diversity Policy.

The Company shall provide a suitable working environment that is free from harassment and discrimination in order to attract and retain women participation on the Board.

4. Monitoring

The Board will review the measures set to achieve gender diversity in the boardroom from time to time.

Review and updated by the Board on November 20, 2026.