

Gender Diversity Policy

PY-CG-011-V1.1

Gender Diversity Policy

1.0 OVERVIEW

In line with the Malaysian Code on Corporate Governance (“MCCG”), the Board of Directors (“the Board”) of Guan Chong Berhad and its subsidiaries (“GCB” or “the Group”) recognizes the need of diversity in the Board and Senior Management to ensure that Board decisions are made objectively with diverse perspectives and insights for the best interests of the Group.

Diversity encompasses various areas including but not limited to gender, age, race, religion, ethnicity, cultural background, skills, expertise and experience. The Group is committed to workplace diversity, with a particular focus on supporting the representation of women in view of achieving the MCCG’s recommended composition in the Board as well as Senior Management.

2.0 SCOPE

This policy is applicable to all subsidiaries of GCB. Refer to Appendix 1 for the List of All GCB’s Subsidiaries.

3.0 APPROACH

To pursue the objectives of gender diversity, the Board takes into consideration the following measures:

1. The Nomination Committee (“NC”) shall ensure that gender diversity objectives are adopted in the appointment process of Board and Senior Management;
2. The Board is of the view that, while it is important to promote gender diversity, the normal selection criteria based on an effective blend of competencies, skills, knowledge, experience, professionalism and integrity is equally important. Thus, the Board does not set a specific target for female representations within the Senior Management, but would actively work towards having more female representations. On the other hand, the Board maintains at least 30% female representation on the Board;
3. All appointments to the Board and Senior Management are based on merit to balance and enhance the skills, experience and expertise of the Board and the Senior Management as a whole. The Group always seeks to achieve a good and diverse mix of the Board and Senior Management from various backgrounds and perspectives so as to support the execution of any business strategies;
4. All appointments to the Board and Senior Management are without any bias or discrimination to ensure that the relevant personnel are able to perform and execute their roles and responsibilities effectively and efficiently as a diverse team;

5. Merit-based appointments could help to achieve effective stewardship and management of the Group;
6. The Board shall provide a suitable working environment that is free from harassment and discrimination in order to attract and retain women participation on the Board and Senior Management; and
7. The Board shall apply this policy in overall work practices including but not limited to career opportunities, training and development, recruitment, compensation and benefits, talent identification, retention, performance management, promotions, job assignments, succession planning and engagement activities.

4.0 REVIEW AND MONITORING

The NC shall monitor the implementation as well as assess the effectiveness of this policy on a regular basis to ensure its effectiveness and report the results of its review to the Board. This policy would be review once every two year or as necessary.

5.0 VERSION HISTORY

| Version | Author | Date | Changes |
|---------|--------------------------------|------------|--|
| V1.0 | Corporate Governance Committee | 30/05/2022 | Creation of Gender Diversity Policy |
| V1.1 | Corporate Governance Committee | 2/10/2023 | Updated the approach and added the corporate structure in Appendix 1 |

6.0 APPENDIX

Appendix 1: List of all GCB's subsidiaries

