



KYM HOLDINGS BHD.
Board Diversity Policy

6.12.2023

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1. PURPOSE

The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the Board of Directors of KYM Holdings Bhd (“KYM” of the “Company”) (“the Board”).

The Policy is to ensure the mix and profiles of our Board members, in terms of age, ethnicity and gender, provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management. We believe that a truly diverse and inclusive board will leverage differences in thought, perspective, knowledge, skill, regional and industry experiences, cultural and geographical background, age, ethnicity and gender which will ensure that the Company retains its competitive advantage.

2. POLICY STATEMENT

- 2.1 A diverse Board and senior management team is one that possesses a balance of skills, expertise, experience, age, ethnicity/cultural background, gender and a diversity of perspectives that are relevant to the business of KYM and its subsidiary companies (the “Group”), and its strategic objectives.
- 2.2 The Board does not discriminate on the basis of ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background or physical ability nor does it have any in its process to recruit or retain its members. There is no specific target on the composition in terms of gender, age or ethnic of its Board members.
- 2.3 The Company seeks to maintain a Board comprising talented and dedicated directors with a diverse mix of skills, expertise, experience, gender, age and independence. The diversity collectively represented on the Board should reflect the diverse nature of the business environment in which KYM operates.
- 2.4 When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, KYM will consider candidates on merit against objective criteria, in the context of skills, time commitment, experience and performance, in order for the Board to be effective.
- 2.5 It is also the Company’s policy to consider the strategic direction of the Group as a whole, as well as the broader societal, industry needs and trends when deciding on the appointment to the Board.
- 2.6 The Company believes that such merit-based appointment helps the Company to achieve effective stewardship and management of the Group.

3. MEASURES ON BOARDROOM DIVERSITY

- 3.1 The Board is of the view that, while it is important to promote boardroom diversity in terms of gender, age and ethnicity, the normal selection criteria based on an effective blend of competencies, skills, extensive experience and knowledge to strengthen the Board should remain a priority.

- 3.2 The NRC is responsible in ensuring that boardroom diversity objectives are adopted in board recruitment, board performance evaluation and succession planning processes.
- 3.3 The Company is committed to maintain a suitable working environment of respect for people regardless of their gender in all business dealings and achieving a workplace environment free of harassment and discrimination on the basis of gender, physical or mental state, ethnicity, nationality, religion, age or family status.

4. REVIEW AND MONITORING

It shall be the NRC's responsibility to review and monitor the implementation of this Policy on a regular basis to ensure its effectiveness and report the results of its review to the Board. The NRC shall further discuss any amendments to this Policy that may be required and will recommend such amendments to the Board for approval. Any revision to the Policy shall be approved by the Board.

5. REVISION TO THE POLICY

This Policy shall be maintained as an integral component of the Company's corporate governance practice and kept in the custody of the Company Secretary of KYM.

This Board Diversity Policy is approved by the Board on 6 December 2023.