



SASBADI HOLDINGS BERHAD
(Company No. 1022660-T)

GENDER DIVERSITY POLICY

Introduction

The Company and its subsidiaries (“the Group”) is committed to and recognises the benefit of gender diversity and this Gender Diversity Policy (“the Policy”) sets out the approach of the Group in respect of diversity for the Company’s Board of Directors (“Board”) and Senior Management.

To practicable extent, the Company continues to endeavour compliance with the principles and practices as set out in the Malaysian Code on Corporate Governance 2017 (“MCCG 2017”).

Objectives

The Policy provides a framework for the Group to achieve:

- A diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals.
- Improved employment and career development opportunities for women.
- A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity.

The Board’s Commitment

The Board recognises and embraces the benefits of having a diverse Board and Senior Management, and sees increasing diversity at the Board and Senior Management level as essential elements in maintaining competitive advantages and attainment of strategic objectives.

The Nomination Committee reviews and assesses the Board composition on behalf of the Board, as well as the composition of Senior Management, and recommends the appointment of new Directors and/or Senior Management that promoted gender diversity, where possible.

Strategies

The Group’s diversity strategies include:

- Recruiting from a diverse pool of candidates for female positions;
- Reviewing succession plans to ensure an appropriate focus on gender diversity;
- Identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity; and
- Any other strategies the Board develops from time to time.

Measures

The Board would take into consideration the following measures to meet the objectives of gender diversity:

- Sourcing of suitable candidates will not be solely relied on recommendations by the Board members, Management or Major Shareholders but also from reliable independent sources;
- In identifying suitable candidates for appointment to the Board and Senior Management, various criteria will be taken into account including but not limited to mix of skills, knowledge, expertise, independence, experience, professionalism, age, cultural background and gender.

However, selection of women candidates will be, in part, dependent on the pool of women candidates with the necessary skills, knowledge, experience and other measures as mentioned above. The ultimate decision to appoint women candidates will be based on merit and contribution that the chosen candidates will bring to the Board.

Monitoring and Evaluation

The Board, through Nominating Remuneration Committee, will monitor the scope and applicability of the Policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving the Objectives.

Reporting

The Nomination Committee will report annually, in the corporate governance section of the Company's Annual Report based on the MCCG 2017, on the process it has used in relation to Board and Senior Management appointments.

Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.

Review of the Policy

The Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. The Nomination Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.