



(Company No. 809759-X)
(Incorporated in Malaysia)

GENDER DIVERSITY POLICY

INTRODUCTION

Datasonic Group Berhad and its subsidiaries (“the Group”) acknowledges and recognises the benefits arising from the boardroom and workforce diversity, including enhancing the Group’s performance, improving efficiency and employee retention. Gender diversity includes, but is not limited to, gender, age, ethnicity, culture and socio-economic backgrounds.

OBJECTIVES

The Group encourages diversity in the composition of its Board and in employment, as a means of ensuring the Group has an appropriate mix of skills and talent to conduct its business and achieve the Group’s goals.

The Gender Diversity Policy (“the Policy”) provides a framework for the Group on the following:-

- (a) identifying and balancing the different skills, competencies and experience, background, gender and age of Directors and employees;
- (b) retaining Directors and Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective; and
- (c) the Nomination Committee amongst other thing reviews and assesses the composition of the Board and makes recommendations on the appointment of new Directors.
- (d) when the need for a new director is identified or a casual vacancy arises, consideration will be given to the appointment of female director(s) so as to attain and maintain a level of gender diversity within the Board that is considered appropriate at the time, having due regard to the skills, competencies, expertise, experience and background required to fill any such Board position(s), the availability of suitable candidates, the development potential of candidates and to any additional requirements that may be necessary to ensure a mix of skills, and experience on the Board and its committees that will best serve the interests of the Group and its stakeholders.

Presently, the number of female Directors on the Board is approximately 14% of the total Board composition.

MONITORING

The Board through the Nomination Committee will periodically assess and monitor the effectiveness of this Policy and will be updated in accordance with the needs of the Group and any new regulations.

The Board of Directors has adopted this Policy on 25 May 2017.