

1. PURPOSE OF THE POLICY

1.1 The purpose of this policy is to ensure that all employees of XOX Networks Berhad are treated fairly and equitably, regardless of their race, gender, age, religion, marital status, or any other personal characteristics. The policy is intended to create a diverse and inclusive work environment that fosters innovation and productivity.

1.2 The policy is intended to ensure that all employees are treated fairly and equitably, regardless of their race, gender, age, religion, marital status, or any other personal characteristics. The policy is intended to create a diverse and inclusive work environment that fosters innovation and productivity.

DIVERSITY POLICY

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Issue Date: 1 January 2022

ARTICLE 1

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Diversity Policy

1. PROPOSE OF THE POLICY.

- 1.1 In line with the Malaysian Code on Corporate Governance, the XOX Networks Berhad acknowledges the importance of diversity in its Boardroom, Senior Management and workforce whereby gender diversity is an essential element in attaining effective strategic objectives of the Group, in enhancing sustainable growth and development and in promoting better corporate governance.
- 1.2 XOX Networks believes in recognising and retaining high performance, talented and dedicated Board members and Senior Management with the required merits, knowledge, experience, expertise, competencies, professionalism, integrity, and ability in discharging their responsibility and capability in contributing to the Board and the organisation.
- 1.3 The recruitments of the best talents in the workplace regardless of gender, ethnicity and age are with the objective of maximising the performance, efficiencies, and effectiveness of the organisation. The selection of candidates is based on merits, skills, knowledge, expertise, experience, professionalism, and integrity regardless of gender, ethnicity, and age.

2. OBJECTIVES


- 2.1 The Board, Senior Management and workforce diversity is an essential element and measurement of good corporate governance because diversity is a critical attribute of a well-functioning Board and organisation which hence contribute to the sustainable growth and development of the Company and the Group. A diverse Board and Senior Management enhances balance and prudent business decision-making processes since decisions are contributed by both genders with diverse exposures, experiences, knowledges, strengths, perspectives, views, ideas, and opinions. By having diversity in the workforce, a wider pool of talents is available for the selection of the right candidates.
- 2.2 Despite core criteria such as merits and competencies of suitable candidates remain priority, the objective of applying this Policy to new appointments on the Board is characterized by a broad range of contributions and viewpoints arising from the diversity in gender, ethnicity, and age rather than mere diversity in knowledge, skills and experiences. These factors will contribute to the sustainable growth and development of the Company and the Group and hence safeguard the interests of the Company's shareholders and stakeholders in the long term fairly and effectively.



Diversity Policy

- 2.3 This Diversity Policy provides a framework for the Company and the Group to achieve:
- I. A diverse and skilled workforce with the highest standards of professionalism, accountability, integrity, and competencies for the continuous improvement in the workplace.
 - II. A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees.
 - III. Continuous Improvement in the employment opportunities and career development for all employees equally.

**On behalf of the Board of XOX Networks Berhad
(formerly known as Macpie Berhad)**



**EXECUTIVE DIRECTOR
KOO KIEN KEAT**
Effective date 1 January 2022