



**BINASTRA CORPORATION BERHAD**  
(Formerly known as Comintel Corporation Bhd)  
(Registration No. 200301027648 [630068-T])  
(Incorporated in Malaysia)

# **GENDER DIVERSITY POLICY AND TARGET**

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**1. Objective**

The Board of Directors (“**Board**”) recognises the benefit of gender diversity. To the extent practicable, the Group will address and apply the recommended practices set out in the Malaysian Code on Corporate Governance.

This Gender Diversity Policy and Target (“**Policy**”) provides improved employment and career development opportunities for women.

The Board through its Nomination Committee will conduct Board appointment process in a manner that promotes gender diversity as formalised in this Policy.

**2. Policy and Target**

The Board assisted by Management is responsible for developing strategies to meet the objective- of this Policy and monitoring the progress of achieving the target through the monitoring, evaluation and reporting mechanisms set out in this Policy. Below are the targets set:-

- The Board shall comprise at least one (1) woman director at all times.
- During selection process, any list of proposed candidates to the Board shall consist of at least one woman candidate, wherever reasonably possible.
- The Nomination Committee is responsible in ensuring that gender diversity objectives are adopted in board recruitment, board performance evaluation and succession planning processes.
- The Company shall provide a suitable working environment that is free from harassment and discrimination in order to attract and retain women participation in the Board as well as senior management.
- The Company appreciates the benefits of having gender diversity in the boardroom as a mix-gendered board would offer different viewpoints, ideas and market insights which enables better problem solving to gain competitive advantage in serving an increasingly diverse customer base than the boardroom that dominated by one gender.

**3. Review of Policy**

The Board will monitor the Company’s performance in meeting the target and shall review the policy and target set to achieve gender diversity in the boardroom as and when needed.