



BOARD DIVERSITY POLICY

Date of Approval: 25 February 2015

KAREX BERHAD (201201034091 (1018579-U))
(Incorporated in Malaysia)



BOARD DIVERSITY POLICY

1. OBJECTIVE

The objective of this policy is to enhance the effectiveness of its Board and standards of corporate governance by embracing diversity in the boardroom.

2. PRINCIPLE

The Board sees diversity as an imperative concept and believes that diversity is required to support the execution of its business strategy. Accordingly, the Board would not discriminate any board member and board candidate on the grounds of race, gender, nationality, religious, sexual orientation and family status.

3. BOARD APPOINTMENT

Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

In carrying out the responsibility for identifying suitably qualified candidates to become board members, the Nomination Committee shall give adequate consideration to this Policy and balance the Group's business model and specific needs from time to time.

4. REVIEW AND DISCLOSURE

This Policy will be reviewed annually to ensure its continued effectiveness. The Board will disclose details of this Policy and its deliberation when there is change of the board composition in its Corporate Governance Statement set out in its Annual Report.