




## BOARD DIVERSITY POLICY

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*[Version 1, dated 25 May 2021]*

	Ref. No.	PASDEC/GCSG/BDP/01	Rev. No.	01		
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## 1. INTRODUCTION

- 1.1 The Board of Directors ("**Board**") of Pasdec Holdings Berhad ("**Company**") acknowledges the significance of boardroom diversity and cherishes its benefits to the Board since board diversity is an essential measure of good governance.

Malaysian Code on Corporate Governance ("**Code**") recommends boards to establish a policy formalising its approach to gender diversity. This Board Diversity Policy ("**Policy**") sets out an approach to have diversity on the Board including, but not limited to skills, knowledge, professional experience, age, ethnicity, educational background and gender.


## 2. OBJECTIVES

- 2.1 The objective of this Policy is to have a Board which:-
- i) is characterised by a broad range of viewpoints rather than just diversity in skills and experience; diversity in viewpoints would exist if there are diversity in gender, expertise, age, culture and socio-economic backgrounds; and
  - ii) has sustainable development as its core value, thus promoting the interests of all our stakeholders, particularly the long term interests of our shareholders, fairly and effectively.

## 3. PRINCIPLES

The Company seeks to maintain a Board comprising of talented and dedicated Directors with a diverse mix of expertise, experience, skills, backgrounds, age and gender to achieve an effective stewardship and management. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates.

Hence, the Nomination and Remuneration Committee ("**NRC**") is tasked with the responsibility for identifying, assessing and recommending the right candidates to the Board as well as reviewing and assessing the composition and performance of the Board.

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When assessing Board composition or identifying suitable candidates for appointment to the Board, the NRC will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board in order to maintain an appropriate mix of skills, knowledge and experience on the Board.

The Board will periodically assess the skills, expertise, experience and competencies of its Directors to suit the needs and requirements of the Board and strengthen the Board.

Nevertheless, the Board strives to meet the targets for gender diversity requirement and is committed towards promoting a corporate culture that embraces gender diversity in the boardroom.

#### 4. REVIEW OF THE POLICY

The NRC will review and assess the effectiveness of the Policy as and when required to assess its effectiveness in promoting a diverse Board. Any recommendation for revision shall be highlighted to the Board for consideration and approval.