



ICT ZONE ASIA BERHAD
REGISTRATION NO. 201901003459 (1312785-X)

Gender Diversity Policy

1. INTRODUCTION

Paragraph 15.08A(3) of Bursa Malaysia Securities Berhad ACE Market Listing Requirements (“**ACE LR**”) provides the Company is required to disclose in its annual reports, its diversity policy for its board of directors (“**Board**”) in terms of gender, age and ethnicity as part of the disclosure requirements to Paragraph 15.08A of the ACE LR.

In addition, Practice 5.5 of the Malaysian Code on Corporate Governance (“**MCCG**”) recommends that the appointment of the Board and senior management are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender. The Board is pleased to set out below its approach to boardroom diversity through its Nomination Committee (“**NC**”) which takes steps to ensure that women candidates are sought as part of its recruitment exercise.

2. PRINCIPLES

As part of the continuous endeavours in supporting the Company’s competitive advantages, the Company recognises diversity is a critical attribute of a well-functioning leadership team, a more diverse leadership team better reflects the realities of the society, strengthens strategy formulation and risk management by adding varying perspectives and enhances the overall credibility of the Company and its subsidiaries (“**Group**”). The Company embraces the advantages of having a diverse Board, and considers diversity at Board level as a fundamental and significant element. Diversity incorporates different areas such as age, gender, ethnicity and cultural background. A well-diversified Board will inculcate and utilise contrasts in the skills, regional and industry experience, background, race, gender and different characteristics of directors. These distinctions will be considered when deciding the optimum composition of the Board and whenever possible, they should be adjusted appropriately. All the appointments of the Board members are made on a merit premise, with regards to the abilities and experience of the Board as a whole required to be effective.

The Board recognises that board diversity is an essential element contributing to the sustainable development of the Group. It does not discriminate based on ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background or physical ability. This includes working towards the representation of at least 30% of women directors in the Board composition. Women’s participation in decision-making positions should not be focused on board positions alone but should also be broadened to include women in senior management, as the same benefits apply. Diversity, when extended to senior management, will also serve as a talent pipeline for board candidacy.



ICT ZONE ASIA BERHAD
REGISTRATION NO. 201901003459 (1312785-X)

Gender Diversity Policy

The NC will review and assess the Board composition on behalf of the Board and recommends the appointment of new directors. In reviewing the Board's composition, the NC will consider all advantages and diversity aspects, in order to maintain an appropriate range and equilibrium of skills, experience and background on the Board. In recognising suitable candidates for appointment to the Board, the NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board. As part of the annual performance evaluation of the effectiveness of the Board, board committees and individual directors, the NC will consider the equilibrium of skills, experience, independence and knowledge on the Board and the variety of portrayals of the Board.

3. MEASURES ON GENDER DIVERSITY

To pursue the objectives of gender diversity, the Board would take into consideration the following measures:

- (a) The NC is responsible for ensuring that gender diversity objectives are adopted in Board recruitment and succession planning processes.
- (b) The NC will shortlist the potential female candidate based on the following criteria:-
 - (i) Qualifications;
 - (ii) Skills and competence;
 - (iii) Functional knowledge;
 - (iv) Expertise and experience;
 - (v) Character
 - (vi) Background;
 - (vii) Integrity and professionalism;
 - (viii) Time commitment; and
 - (ix) In the case of the candidates for the position of independent non-executive directors, the NC would also evaluate the candidates' ability to discharge such responsibilities/functions as expected from independent non-executive directors.
- (c) To avoid mismatch and ineffective appointment of female directors, the Company does not set any specific target for female Directors in this Policy and will actively pursue having more female directors on the Board and senior management. The



ICT ZONE ASIA BERHAD
REGISTRATION NO. 201901003459 (1312785-X)

Gender Diversity Policy

Company will work towards the representation of at least 30% of women directors in the Board composition.

- (d) The Company shall embrace a more accommodating boardroom culture and climate that is liberated from discrimination and harassment in order to attract and retain women's participation on the Board and senior management.

4. MONITORING

The Board, through NC, will monitor the scope and applicability of this Policy, from time to time on the progress of achieving the objectives.

5. DISCLOSURE

Pursuant to the ACE LR on the disclosure of the Statement on Overview of Corporate Governance based on the MCCG in the Annual Report, the Board will disclose in the annual report its gender diversity policies and the proportion of women participation at Board level.

6. REVIEW OF THE GENDER DIVERSITY POLICY

The Board shall review and assess the relevance of this Policy from time to time or when changes to the business environment or regulatory requirements necessitate a revision.

7. REVISION OF POLICY

The provisions of this Policy can be amended and supplemented from time to time by a resolution of the Board.

-END-