

TROPICANA CORPORATION BERHAD

(Company No: 47908-K)
(the “Company” or “Tropicana”)

DIVERSITY AND INCLUSION POLICY

1.0 Introduction

Tropicana recognises the importance and benefit of diversity in the workplace and Board of Directors (“Board”) level and is committed to create a culture that respects and values each other’s difference, promotes equality and diversity.

2.0 Objective

This Policy provides framework for Tropicana and its subsidiaries (“Tropicana Group” or the “Group”) to promote and create a diversity culture at the workforce and Board level for the growth and competitiveness of the Group. The overall guiding principles are to promulgate basic human and labour rights and values to achieve organisational goals as well as maintain sustainable growth through a healthy, harmonious and professional workplace and Board.

3.0 Measures

To pursue the objective of diversity, the following measures will be taken:

- (a) Management shall ensure that the recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates in terms of skill, knowledge, experience, gender, age, ethnicity, race, religion and cultural background are considered.
- (b) In assessing suitable candidate for appointment to the Board and Senior Management who hold key pivotal position in Tropicana Group, the Board shall accord due consideration to gender diversity, age, required mix of skills, knowledge and experience, cultural background and other qualities, including core competencies and integrity.

In cognizant of the importance to promote gender diversity, the Company is committed to putting its efforts in getting more suitable female candidate to join the Board and Senior Management positions. Nevertheless, to avoid any mismatch and ineffective appointment of the female Directors, the Company does not set any specific target for female Directors in this Policy, but will actively work towards having more female Directors on the Board.

4.0 Review and Disclosure

This Policy shall be reviewed and updated as and when required, and will be published on the Company’s website for stakeholders’ information. The Nomination Committee (“NC”) shall recommend any changes to the Policy in such manner as the NC deems appropriate to the Board for approval.