

**cuscapl**

**CUSCAPI BERHAD**

[Registration No. 197801006160 (43190-H)]

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**GENDER DIVERSITY POLICY**

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## 1. INTRODUCTION

Cuscapl Berhad has established policies and processes which ensure that all employees and prospective staff members are treated equally and without discrimination.

### **The Group Equal Employment Policy:**

*"It is the Company policy to make all employment decisions based on valid job qualifications regardless of race, colour, sex, age, national origin, ancestry, religion, pregnancy, marital status or veteran status. Employment decisions include, but are not necessarily limited to, hiring, job assignment, promotion, transfer, wage review and equal treatment in and excess of company-paid fringe benefits."*

We believe that we are able to devise more creative and more effective solutions because of the combined unique perspectives of our diverse team members. Their differences in skill and experience expand the shared knowledge in the workplace.

## 2. OBJECTIVE

The Gender Diversity Policy provides a framework for the Group to enhance its corporate governance practices and contribute to more sustainable development through a diverse gender participation on the board and in senior management, as well as to achieve improved employment and career development opportunities for both genders.

## 3. RESPONSIBILITIES

### (a) The Board's commitment

The Board, assisted by management, is responsible for developing strategies to meet the objectives of the Diversity Policy, and monitoring the progress of achieving the objectives through the monitoring, evaluation and reporting mechanisms as listed in section 4 and 5. The Board, through Nomination & Remuneration Committee ("NRC"), will conduct all Board appointment process in a manner that promotes gender diversity.

### (b) Strategies

The Group's diversity strategies include:

- (i) recruiting from a diverse pool of candidates for all positions;
- (ii) reviewing succession plans to ensure an appropriate focus on gender diversity;
- (iii) identifying specific factors to take into account the recruitment and selection;
- (iv) processes to encourage gender diversity;
- (v) any other strategies the Board develops from time to time.

**4. EVALUATION**

The Board, through NRC, will monitor the scope and applicability of this policy, from time to time.

**5. REPORTING**

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Company will disclose in the Annual Report, the proportion of man and woman participation at Board and Senior Management level. The board discloses in its annual report the company's policy on gender diversity for the board and senior management.

**END.**