

UNITRADE INDUSTRIES BERHAD
(Registration No.: 202101013724 (1414023-X))

DIVERSITY POLICY

1.0 INTRODUCTION

- 1.1. Unitrade Industries Berhad (“**Unitrade**” or the “**Company**”) and its subsidiaries (“the **Group**”) believes in diversity and values the benefits that diversity can bring to its Board of Directors (“the **Board**”) and the Group.
- 1.2. The Group recognises the benefits arising from workplace and board diversity, including of a broader pool of high-quality employees, improved employee retention, ability to assess from different perspectives and ideas as well as ensuring equal opportunity to benefit from all available talents.
- 1.3. Diversity includes, but not limited to, gender, age, race, nationality, religion, cultural background and the differently-abled.
- 1.4. To the extent practicable, Unitrade will address the recommendations and commentaries provided in the Malaysian Code on Corporate Governance. The Board is pleased to set out below its approach to gender diversity through its Nomination Committee (“**NC**”) which prescribes steps to ensure that women candidates are sought as part of its recruitment exercise.

2.0 OBJECTIVES

- 2.1. The Diversity Policy (“**Policy**”) aims to promote diversity for the Board and workforce of the Group. Diversity in this context refers to age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief and social-economic status. Diversity also encompasses the way people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.
- 2.2. This Policy provides the Group all measurable targets to be achieved through:-
 - (i) sustaining a balanced mix of Board structure that involves both male and female representatives from different skills, competencies and experiences are developed for Group’s future leadership succession;
 - (ii) embracing equal treatment and acceptance for the benefit of all stakeholders;
 - (iii) ensuring the selection, promotion, retention and development for all excluding any gender-based consideration;
 - (iv) fostering mentorship and development opportunities for all identified candidates; and
 - (v) cultivating a corporate culture and working environment which is free from harassment and discrimination.

3.0 POLICY STATEMENT

Building a diverse and inclusive culture is essential to the Group’s success as diversified Board and workforce can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company’s strategic intent for diversity is to attract, to retain and to develop a diverse team of skilled people who are increasingly engaged towards the delivery of the Group’s strategies as set out in this Policy.

UNITRADE INDUSTRIES BERHAD
(Registration No.: 202101013724 (1414023-X))

DIVERSITY POLICY

3.1. Board of Directors

- (i) All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires in order for the Board to be effective.
- (ii) Identifying potential candidates and balancing the mix of skills, expertise and Industry experience, gender, age, ethnicity and backgrounds of Directors in the recruitment and selection process;
- (iii) Retaining Directors based on merit, in the context of skills, time commitments and experience, for the effective functioning of the Board;
- (iv) The NC has to consider the following responsibilities:-
 - To take into consideration the benefits of boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board's composition;
 - To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
 - To implement this Policy and to monitor progress towards the achievement of these objectives; and
 - Upon identifying the appropriate candidate to be appointed as director or board member, the NC will make its recommendations to the Board for approval.

3.2. Management and Employees

In line with promoting diversity in the workplace, the Board has established the following procedures:-

- (i) All persons with appropriate experience and qualification, regardless of gender, ethnicity, cultural background or other personal factors, will be considered equally when recruiting new staff.
- (ii) There will be no gender preference for a position and will ensure that any person with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (iii) The setting of the remuneration levels of the management and employees regardless of age, gender ethnicity, cultural background or other personal factors without bias.
- (iv) All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Group's needs and be determined based on skills and merit regardless of age, gender, ethnicity, cultural background or other personal factors.
- (v) Each of the employee of the Group shall observe, familiarise and fully understand their individual responsibilities and the content of this Policy.
- (vi) All employees shall behave and act in appropriate manner towards each other and keep in line with the objectives outlined in the above section.

UNITRADE INDUSTRIES BERHAD
(Registration No.: 202101013724 (1414023-X))

DIVERSITY POLICY

3.3. Training

All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

3.4. Workplace Diversity Principles

- (i) The Group is committed to workplace diversity ensuring that it values and respects differences and that its workplace is fair, accessible, flexible and free from discrimination.
- (ii) Promoting workplace diversity is everyone's responsibility and includes:
 - Practicing and promoting behavior consistent with the Company's Code of Conduct;
 - Respecting different ways of thinking and using its employees' different perspectives to improve business outcomes;
 - Treating each other with respect and dignity;
 - Providing a safe, secure and healthy workplace;
 - Making decisions genuinely based on equity and fairness;
 - Value the diversity of people; and
 - Take appropriate action to eliminate discrimination.

4.0 MEASURES

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

- (i) The NC ensures gender diversity objectives are adopted in Board recruitment and succession planning processes.
- (ii) The NC shall shortlist the potential women candidates based on the following:-
 - a. skills, knowledge, expertise and experience;
 - b. professionalism; and
 - c. integrity.

4.2. The Board sets a 30% for female Directors in this Policy and actively support the development aspirations of them in the workplace.

4.3. Unitrade is committed to a merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, Unitrade will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

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(Registration No.: 202101013724 (1414023-X))

DIVERSITY POLICY

5.0 MONITORING AND EVALUATION

- 5.1. The Board, through the NC, shall monitor the scope and applicability of this Policy, from time to time.
- 5.2. The Management will provide feedbacks and considerations to the Board on this Policy and other relevant factors which may have detrimental effect on the Group's effectiveness.

6.0 REPORTING

- 6.1. Disclosure of the diversity of the Board composition and workforce will be summarised and included in the Company's Annual Report and our corporate website.

7.0 Review of the Policy

- 7.1 The Policy will be reviewed at least once every three (3) years by the NC or as and when there are changes to the MCGG and AMLR that may have an effect on the NC's responsibilities. This Policy shall be disclosed on the Company's website.
- 7.2 Any revision or amendment to this Policy, as proposed by the NC or any third party, shall first be presented to the Board for its approval.
- 7.3 Upon the Board's approval, the said revision or amendment shall form part of this Policy and this Policy shall be considered duly revised or amended.
- 7.4 This Policy is reviewed and approved by the Board of Directors on 28 November 2022