

GADANG HOLDINGS BERHAD

Registration No. 199301023376 (278114-K)

BOARD DIVERSITY POLICY

Purpose of this Policy

The Board Diversity Policy (the “Policy”) sets out the approach in ensuring adequate diversity on the Board of Directors (“Board”) of Gadang Holdings Berhad (the “Company”).

Policy Statement

The Company sees diversity at the Board level as an essential element to ensuring the achievement of its strategic objectives. The Company endorses the principle that there should be diversity at the Board to ensure effective decision making and governance of the Company and its businesses.

The Nomination & Remuneration Committee (the “NRC”) is empowered to review and assess the composition and performance of the Board annually, as well as identifying appropriate qualified candidates to occupy Board position. The NRC will consider directors of all different skills, experience, age, gender, educational and professional background, length of service and other relevant personal attributes that are important and needed to support robust and good decision making at the Board level.

All Board appointment will be made based on merit against objective criteria, taking into account the skills, experience, independence and knowledge that the particular director can bring to the Board and without compromising on the diversity of the Board.

Measureable Objectives

The NRC will discuss and agree annually on the measurable objectives for achieving diversity of the Board and recommend them to the Board for adoption.

At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

Review of Policy

The NRC will review the Policy, as appropriate, to ensure the effectiveness of the Policy. The NRC will discuss any revisions to the Policy that may be required, and recommend any such revisions to the Board for consideration and approval.

Revised and approved by the Board on 27 July 2022.