

## **GENDER DIVERSITY POLICY**

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### **1. Purpose**

- 1.1 Practise 5.10 of the Malaysian Code on Corporate Governance 2021 (revised on 28 April 2021) recommends that the Board should establish a policy formalising its approach to boardroom diversity. The Board through its Nominating Committee should take steps to ensure that women candidates are sought as part of its recruitment exercise. The Board should explicitly disclose in the annual report its gender diversity policies and targets and the measures taken to meet those targets.
- 1.2 The purpose of this Gender Diversity Policy ("**Policy**") is to set out the approach to diversity on the Board of Directors of Hartalega Holdings Berhad ("**Board**") and Senior Management.

### **2. Principles Of The Gender Diversity Policy**

- 2.1 The Company recognises and embraces the benefits of having a diverse Board and Senior Management, and sees increasing diversity at Board and Senior Management as an essential element in maintaining a competitive advantage.
- 2.2 A truly diverse Board and Senior Management will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors and Senior Management. These differences will be considered in determining the optimum composition of the Board and Senior Management, and when possible should be balanced appropriately.
- 2.3 All Board and Senior Management appointments are made on merit, in the context of the skills and experience the Board and Senior Management as a whole requires to be effective.
- 2.4 The Nomination Committee ("NC") reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. NC also oversees the conduct of the annual assessment of Board effectiveness.
- 2.5 In reviewing Board composition, NC will consider the benefits of all aspects of diversity in order to maintain an appropriate range and balance of skills, experience and background on the Board.
- 2.6 In identifying suitable candidate for appointment to the Board, NC will consider candidate on merit against objective with due regard for the benefits of diversity on the Board.
- 2.7 As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, NC will consider the balance of skills, experience, independence and knowledge on the Board and the diversity representation of the Board.
- 2.8 The Board also takes cognisance of the best practices recommendation under the Malaysian Code on Corporate Governance to have at least 30% women Directors. The Board will take the necessary measures to attract women participation on the Board.

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**3. MEASURES ON GENDER DIVERSITY**

3.1 The Board would take into consideration the following measures:

- a) The Company is committed to achieve at least 30% of women participation on Board. The Board is of the view that, while it is important to promote gender diversity, the normal selection criteria based on an effective blend of competencies, skills, extensive experience and knowledge to strengthen the Board should remain a priority.
- b) The NC is responsible in ensuring that gender diversity objectives are adopted in Board recruitment, performance evaluation and succession planning processes.
- c) The Company shall provide a suitable working environment that is free from harassment and discrimination in order to attract and retain women participation on the Board.

**4. REVIEW AND DISCLOSURE**

The Board will review the measures set to achieve gender diversity in the Board from time to time.

This Policy shall be disclosed in the annual integrated report of the Company in accordance with the best practices of the Malaysian Code on Corporate Governance.

This Policy has been reviewed and adopted by the Board on 9 July 2024.