

RALCO CORPORATION BERHAD
(Company No. 333101-V)

BOARD DIVERSITY POLICY

1. Objective

The Board Diversity Policy (the “Policy”) sets out the approach for achieving diversity on the Board of Directors of Ralco Corporation Berhad (“Ralco” or the “Company”).

2. Policy Statement

2.1 In designing the Board’s composition, the Board diversity shall be considered from a wide range of aspects, including but not limited to skill, experience, age, cultural background, gender, ethnicity and any other factors that the Board may consider relevant and applicable from time to time. It is recognised that a Board composed of appropriately qualified members with a broad range of experience relevant to the business is important to the effective corporate governance and sustained commercial success of the Company.

2.2 In this regard, the Nomination Committee (“NC”) is responsible for determining the appropriate character, skills and experience for the Board as a whole, its individual members including Senior Management with the objective of having a Board with diversified composition, backgrounds and experience in business.

2.3 In connection with its effort to create and maintain a diversified Board, the NC will:-

- in identifying suitable candidates for appointment to the Board, take into account several factors, including skills, knowledge, expertise, experience, professionalism and time commitment to effectively discharge his/her role as a Director, contributions, background, characters, integrity and competence;
- in reviewing the Board composition, mindful of the importance of gender, age and ethnic diversity in the composition of the Board and is committed to provide fair and equal opportunities and to nurture diversity (including gender, age and ethnicity) within the Company; and
- as part of the performance evaluation of the effectiveness of the Board and individual directors, consider the balance of skills, experience, independence, knowledge and the diversity of representation of the Board.

2.4 The Board appreciates the benefits of having gender diversity within the Board as a mix-gendered board would offer different perspective and insights which would support good decision making in view of the businesses and strategy of the Company. In this respect, the Board seeks to have at least one (1) female Director in the Board and will work towards having more female directors on the Board.

3. Review

The NC will review and assess the effectiveness of the Policy as and when required to ensure the Policy is in line with the requirement of the Company and any recommendation for revisions shall be highlighted to the Board for approval.