

# **AGRICORE CS HOLDINGS BERHAD**

Registration No. 202301018008 (1511930-P)

(Incorporated in Malaysia)

## **BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY**

### **1.0 PURPOSE**

The purpose of this Board and Senior Management Diversity Policy (“Policy”) is to set out the approach to diversity on the Board of Directors and Senior Management of Agricore CS Holdings Berhad (“Agricore” or “the Company”).

### **2.0 SCOPE**

This Policy applies to the Board and Senior Management only.

For the purpose of this Policy, Senior Management of the Group comprise of senior management reporting directly to the Group Managing Director/CEO of Agricore Group

### **3.0 POLICY STATEMENT**

The Company recognises and embraces the importance of a diverse board and senior management for effective decision making, and views diversity at the board level as an essential measure of good corporate governance and an attribute of a well-functioning board. A diverse board and Senior Management will leverage differences in thought, perspective, knowledge, skills, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender.

The Nominating Committee is responsible for reviewing and assessing board composition for recommendation to the Board, recommending the appointment of new directors, and overseeing the conduct of the annual evaluations of the Board, Board Committees and Individual Directors.

In reviewing board composition, the Nominating Committee will consider the benefits of all aspects of diversity, including those described above, to maintain an appropriate balance of skills, background, experience and knowledge of the Board. The Board as a whole should possess all the skills, experience, and functional expertise necessary to oversee the strategic direction of the Company. The Nominating Committee will also consider the balance of skills, background, experience and knowledge on the Board and the diversity representation of the Board as part of the annual evaluations of the Board, Board Committees and Individual Directors. The Board also consider whether a change in its composition or of its skills matrix is required to strengthen board leadership and oversight of sustainability issues.

The Nominating Committee will review annually the required mix of skills, knowledge, experience, qualities, gender, nationality and age including core competence, which non-executive directors should bring to the Board and the time required of non-executive directors to fulfil their duties.

### **4.0 MEASUREABLE OBJECTIVES**

Selection of candidates for appointment to the Board will be based on a range of diversity perspective, which includes gender, age, cultural and educational background, professional experience, skills and knowledge. Any search firm engaged to assist the Nominating Committee and/or the Board in identifying candidates for appointment to the Board will be specifically directed to include diverse candidates generally, and multiple women candidates. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

**AGRICORE CS HOLDINGS BERHAD**

Registration No. 202301018008 (1511930-P)

(Incorporated in Malaysia)

**BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY**

Directionally, apart from adhering to the Bursa Malaysia Securities Berhad ACE Market Listing Requirements to have at least one (1) female director on the Board, the Board will work towards having 30% female directors, and will over time, induct more suitable female directors with the right knowledge and skills to improve the Board composition.

Selection of candidates for appointment to the Senior Management will be based on a range of diversity perspective, which includes gender, age, cultural and educational background, professional experience, skills and knowledge.

All the decisions associated with career advancement, including promotions, transfers, and other assignments in meeting the requirements of the Group are determined based on merits, skills, performance and contribution regardless of age, gender and ethnicity.

**5.0 REVIEW OF THIS POLICY**

The Nominating Committee shall with the assistance of Management review the adequacy of this Policy on a regular basis and may from time to time recommend the proposed changes to the Board as it deems appropriate to reflect new best practices and new legal or regulatory requirements.

The Board and Senior Management Diversity Policy has been adopted by the Board on 19 September 2023.