



ComfortRubberGloves

COMFORT GLOVES BERHAD
Registration No.: 193701000006 (852-D)
(Incorporated in Malaysia)

DIVERSITY POLICY

Adopted on 27 May 2024

Details

Effective date : 27 May 2024

Revision date :

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1. Introduction

Comfort Gloves Berhad (“**CGB**” or “**the Company**”) recognises that a strong focus on Diversity is essential for achieving good Corporate Governance. In view of this, the Company intends to establish a Diversity Policy (“**the Policy**”) to uphold the standard of Corporate Governance on a best-effort basis.

2. Scope

The Policy applies to the Board of Directors (“**the Board**”) and Senior Management Team of the Company.

3. Definition

The Company attributes Diversity as the differences in terms of characteristics which include, but are not limited to the following:-

- Diversity in Skills, expertise, and experience;
- Diversity in Cultural background;
- Diversity in Gender; and
- Diversity in Age.

4. Objective and Purpose

The Policy outlines the Company’s commitment to establishing a highly qualified and diverse Board and Senior Management Team for the Company.

Consequently, empowers more informed and insightful decision-making, leading to a deeper understanding of the markets it serves, steering the Company to sustainable long-term ultimate success.

5. Practicing Diversity

In line with the above objective, the Company shall endeavour to foster a diverse Board and Senior Management Team by including the following actions but not limited to:-

- i. Prioritising Diversity as a key criterion in all instruction for all future engagement and appointment of new Directors and Senior Management Candidates; and
- ii. Where external consultants are engaged, diversity will be emphasised as part of the condition for the talent search.

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6. Review and Assessment

6.1 Monitoring

The Nomination Committee (“**the NC**”) of the Company will continuously embrace and focus on the essence of diversity when assessing and reviewing the effectiveness of the objective of this policy by:-

- i. Periodically measure the progress of the Policy accordingly through reporting and analysis, and as and when the need arises¹;
 - a. Collect data;
 - b. Generate report;
 - c. Analyse the information; and
 - d. Determine the next course of action.
- ii. Ensuring that the measurable objectives² are effective and relevant for the intended purpose; and
- iii. Ensuring robust Diversity is applied on the Board and Senior Management Team of the Company.

6.2 Revision of the Policy

As and when the need arises, the NC shall enhance and revise the Policy and make recommendations to the Board for approval.

6.3 Deviation of the Policy

As and when the deviation from the Policy arises, the NC shall provide a valid reason to the Board.

7. Disclosure

This Diversity Policy shall be published on the following platform:-

- Annual Report; and
- Company’s website.

The purpose of such disclosure is to enhance transparency and disclosure.

[This concludes the Policy]

¹ refers to collecting data and information about the Policy Implementation i.e tracking composition of the Board or Senior Management Team, as and when the need arises.

² Measurable objective refers to quantifiable or measurable objectives i.e To achieve a 30% woman composition of the Board and Senior Management Team.