# MYDCD BERHAD

**Registration No.: 202501030429 (1631841-A)**
**(Incorporated in Malaysia)**

## GENDER DIVERSITY POLICY

### 1. INTRODUCTION

MyDCD Berhad ("**the Company**") recognises that gender diversity, together with equitable representation at the Board of Directors of the Company ("**Board**") level, is an essential element of good governance and a critical attribute of a well-functioning Board for maintaining a competitive advantage. A diverse Board enhances decision-making capability and is more effective in dealing with organisational changes.

The Company takes cognisance of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad which requires the Company to have at least 1 woman Director and the best practices recommended under the Malaysian Code on Corporate Governance ("**MCCG**") to have at least 30% women Directors.

### 2. OBJECTIVE AND PRINCIPLES

This Gender Diversity Policy ("**this Policy**") provides a framework for the Company to improve its gender diversity at the Board and key senior management level.

The Company acknowledges the importance of promoting gender diversity at the Board and key senior management level and will actively work towards having more women Directors on the Board and key senior management. To avoid any mismatch and ineffective appointment of women Directors and key senior management, the Company does not set any specific target for women Directors and key senior management in this Policy.

In assessing the Board and key senior management's composition and Board effectiveness, the Board shall accord due consideration to gender diversity, required mix of skills, experience, independence and other qualities, including core competencies, commitment, integrity and/or other commitments to the Board.

### 3. MEASURES

To pursue the objectives of gender diversity, the Board will take into consideration the following measures:

a. The Nomination and Remuneration Committee ("**NRC**") and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspectives including but not limited to the educational background, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity, and/or other commitments that the candidate will bring to complement the Board.

b. The NRC is responsible for ensuring that gender diversity objective is adopted in the Board recruitment and succession planning processes.

c. The Company shall adopt a more accommodating boardroom culture and environment that is free from discrimination to attract and retain women participation at the Board level.

d. The Company will undertake the following strategies to promote its gender diversity at the Board and key senior management level:

- recruiting from a diverse pool of candidates for women Directors and key senior management;
- reviewing succession plans to ensure an appropriate focus on gender diversity;
- identifying specific factors to take into account in the recruitment and selection processes to encourage gender diversity; and
- any other strategies the Board may develop from time to time.

## 4. REVIEW AND DISCLOSURE

a. This Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the MCCG.

b. The Board will review this Policy from time to time to ensure that this Policy remains relevant and viable to meet its objective.

*This Policy (Version No. 1) was reviewed and adopted by the Board on 8 October 2026.*