GDEX BERHAD
(Registration No. 200301028159 (630579-A))

DIVERSITY POLICY

A. INTRODUCTION

The Board of Directors ("**Board**") of GDEX Berhad ("**GDEX**" or the "**Company**") has adopted this Diversity Policy ("**Policy**"), which applies to the Company and its subsidiaries (collectively, the "**Group**").

Diversity under this Policy includes differences in gender, age, ethnicity, nationality, cultural background, language, religion, socioeconomic background, skills, experience, educational background, professional background, perspectives and other personal attributes that support effective decision-making, innovation and sustainable business performance.

This Policy reflects the Group's commitment to fostering an inclusive, respectful and merit-based environment at Board, key officers and workforce levels, in a manner aligned with the Group's business objectives, values and long-term sustainability.

B. OBJECTIVES

The objectives of this Policy are to:

- promote diversity and inclusion across the Group;
- support effective Board and key officers composition through a broad range of perspectives, skills and experience;
- ensure recruitment, development, promotion and reward practices are fair and merit-based;
- strengthen the Group's leadership pipeline, including women in decision-making roles; and
- provide a framework for monitoring, reporting and continual improvement in diversity practices.

C. POLICY STATEMENT

GDEX believes that a diverse and inclusive culture strengthens governance, broadens perspectives, improves the quality of decision-making and supports the Group's ability to serve a diverse customer and stakeholder base.

The Group seeks to attract, retain and develop individuals from diverse backgrounds and to cultivate a workplace where all persons are treated with dignity and respect, have equal opportunity to contribute, and are assessed based on merit, performance, competence and suitability.

1. Board of Directors and Key Officers

The Board, through the Combined Nomination and Remuneration Committee ("**CNRC**"), shall oversee the implementation of this Policy and consider diversity as part of succession planning, appointment, re-election and performance evaluation of the Board and key officers.

- In reviewing Board composition, the CNRC shall consider, among other factors, skills, experience, expertise, independence, gender, age, ethnicity, tenure, time commitment and other relevant attributes required for the effective discharge of the Board's responsibilities.
- Appointments to the Board and key officers shall be based on merit and objective criteria, with due regard to the benefits of diversity and the needs of the Group.
- The Board supports the advancement of women in decision-making roles and shall continue to consider qualified women candidates as part of Board refreshment and succession planning, with the aim of maintaining meaningful gender diversity in line with applicable regulatory expectations and the Group's needs.
- The CNRC shall review the participation of women in key officers and the broader talent pipeline as part of its oversight of leadership development and succession planning.

2. Workforce Practices

- Recruitment and selection processes shall be fair, objective and based on merit, competence, experience, suitability and the requirements of the role.
- The Group shall not discriminate unfairly in employment-related decisions on the basis of gender, age, ethnicity, nationality, religion, cultural background or other protected or relevant personal attributes, subject always to applicable law.
- Remuneration, promotion, transfer, development opportunities and other employment-related decisions shall be based on performance, capability, conduct and business needs.
- The Group shall seek to maintain an inclusive workplace in which all employees are treated with dignity and respect and are given equitable access to opportunities for growth and contribution.

3. Training

- Training and development opportunities for Directors and employees shall be provided having regard to the requirements of the role, development needs, succession considerations and business priorities, and shall be administered on a fair and equitable basis.

4. Workplace Diversity and Inclusion Principles

- Value different perspectives, backgrounds and ways of thinking in support of innovation, sound judgement and business performance;
- Promote behaviour that is consistent with the Group's values, Code of Conduct and commitment to respectful workplace practices;
- Treat all persons with dignity, fairness and respect;
- Provide a workplace that is safe, inclusive and free from unlawful discrimination, harassment and victimisation;
- Recognise and seek to mitigate bias in decision-making processes where relevant; and
- Encourage awareness of available channels for raising concerns relating to discrimination, harassment or other inappropriate conduct.

D. CONCERNS OR COMPLAINTS

Any employee who believes that they have been subjected to discrimination, harassment or unfair treatment, or who becomes aware of conduct inconsistent with this Policy, is encouraged to raise the matter through the appropriate reporting or escalation channels made available by the Group, including the employee's supervisor, manager, Human Resources or other designated channel, as applicable.

All concerns raised under this Policy shall be treated seriously and handled in a timely, fair and appropriate manner. Confidentiality shall be maintained to the extent reasonably practicable, subject to the need to conduct a proper review or investigation and to comply with applicable law.

No person shall be subject to retaliation, victimisation or adverse treatment for raising a concern in good faith or for participating in a review or investigation under this Policy.

Any report made maliciously, frivolously or in bad faith may be dealt with in accordance with the Group's applicable policies and disciplinary procedures.

E. MEASURABLE OBJECTIVES

The Group shall establish and review, from time to time, measurable objectives to support the implementation of this Policy. Such objectives may include targets or indicators relating to Board diversity, women in leadership, succession pipeline, recruitment outcomes, development opportunities, retention trends, training and other relevant diversity measures considered appropriate by the Board or the CNRC.

F. MONITORING AND REPORTING

The Board, with support from the CNRC and Management, shall monitor the implementation of this Policy. The Company shall disclose such information relating to Board and, where appropriate, key officers' diversity, this Policy and its implementation as may be required or considered appropriate under applicable laws, regulations, listing requirements and corporate governance reporting practices. Such disclosure shall be published in the Company's Annual Report. This Policy shall also be made available on the Company's website.

G. POLICY REVIEW

This Policy will be reviewed annually and as and when required. The Policy is available on the Company's website (please refer to https://tinyurl.com/yc3jbye6 in the Company's website www.gdexpress.com for the policy).