



## **GENDER DIVERSITY POLICY**

### **1. Overview**

This Gender Diversity Policy provides guidelines to Kinergy Advancement Berhad ("KAB" or the "Company") in providing a diverse workplace as KAB recognises the benefits arising from board and employee diversity. Diversity includes, but not limited to, gender, age, ethnicity and cultural background.

This policy does not form part of an employee's contract of employment with the Company or its subsidiary, nor does it give rise to contractual obligations.

### **2. Objectives**

This policy is designed to provide a framework for the Company to achieve:

- i) a diverse and skilled workforce, leading to continuous improvement in service and achievement of Company goals;
- ii) career development opportunities and improved employment for women;
- iii) a workplace that value and utilise the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity.

### **3. Responsibilities**

#### **3.1. The Board's commitment**

The Board is committed to workplace diversity, with a focus on supporting the representation of women in the composition of Board of the Company.

The Board, assisted by the management, is responsible for developing strategies to meet the objectives of the policy, as well as monitoring the progress of achieving the objectives.

#### **3.2. Strategies**

The strategies include:

- i) recruiting from a diverse pool of candidates for all positions;
- ii) continuously identify any factor and to take into account the recruitment and selection process to encourage gender diversity;
- iii) periodically review the succession plan to ensure gender diversity is in place;

### **4. Monitoring and Evaluation**

The Board, through Nominating Committee, shall monitor the scope and applicability of this policy, from time to time.

The management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives.



## **5. Reporting**

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Company will disclose in the Annual Report, the proportion of woman participation at Board level.

## **6. Review and Approval**

This Policy shall be reviewed and approved from time to time by the Board of Directors where deem necessary in accordance with the needs of the Company and/or Listing Requirements or any other regulatory requirements enforced at the time being.

This policy is dated 15 April 2024.

*\*End of Policy\**



## REVISION HISTORY AND APPROVAL

Rev.	Revision Date	Description of changes	Author	Approval Date
0	18.05.2021	Established	Nicole Lee Y.L. (General Manager)	18.05.2021
1	01.08.2023	Change of company name and logo	Nicole Lee Y.L. (General Manager)	01.08.2023
2	15.04.2024	Add in revision history and approval	Nicole Lee Y.L. (General Manager)	15.04.2024