

# **GENDER DIVERSITY POLICY**

## **1. Overview**

- 1.1 This Gender Diversity Policy provides guidelines to Kawan Renergy Berhad ("Kawan" or the "Company") in providing a diverse workplace as Kawan recognizes the benefits arising from board and employee diversity. Diversity includes, but is not limited to, gender, age, ethnicity, and cultural background.
- 1.2 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. Objective**

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

- 2.1 A diverse and skilled workforce, leading to continuous improvement in service and achievement of Company goals.
- 2.2 Career development opportunities and improved employment for women.
- 2.3 A workplace that value and utilize the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity.

## **3. Responsibility**

- 3.1 The Board is committed to workplace diversity, with a focus on supporting the representation of women in the composition of Board of the Company.
- 3.2 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.
- 3.3 The strategies include:
  - 3.3.1 Recruiting from a diverse pool of candidates for all positions.
  - 3.3.2 Continuously identify any factor and consider the recruitment and selection process to encourage gender diversity.
  - 3.3.3 Periodically review the succession plan to ensure gender diversity is in place.

## **4. Monitoring and Evaluation**

- 4.1 The Board, through the Nominating Committee, shall monitor the scope and applicability of this policy, from time to time.
- 4.2 The management is responsible for implementing, monitoring, and reporting on the progress of achieving the objectives.

## **5. Review and Approval of Policy**

This Policy is approved by the Board. It will be reviewed as and when required and will be updated in accordance with the needs of the Group and where necessary, i.e. where there are changes to regulatory requirement.