



**KHPT HOLDINGS BERHAD**  
**[REGISTRATION NO. 201900105770 (1315097-M)]**

**DIVERSITY, EQUITY AND INCLUSION**

**DOC NO: KHPT-POLICY-13**

<b>No</b>	<b>Rev</b>	<b>Effective Date</b>	<b>Change Description</b>
1	0	13.03.2024	Initial release
2	1	13.01.2025	Standardize Format
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## 1. INTRODUCTION

- 1.1. In alignment with Paragraph 15.08A(3) of Bursa Malaysia Securities Berhad Listing Requirements for the Ace Market (“**AMLR**”), KHPT Holdings Berhad (“**Company**”) is committed to fostering diversity, equity, and inclusion in its Board composition, reflecting a mix of skills, independence, and diversity (including gender diversity) essential to meet the Company's strategic needs.
- 1.2. Guided by Practice 5.5 of the Malaysian Code on Corporate Governance 2021 (“**MCCG**”), the Company ensures that the appointment of the Board of Directors (“**Board**”) and its subsidiaries (“**Group**”) is based on objective criteria, merit, and due regard for diversity in skills, experience, age, cultural background, gender, and other factors.
- 1.3. This policy outlines the Company’s commitment to cultivating an inclusive and equitable environment where diversity is celebrated, and all employees and stakeholders are treated fairly and with respect.

## 2. PRINCIPLES

### 2.1. Commitment to Diversity:

- 2.1.1. The Company recognizes that diversity, equity, and inclusion are essential for sustainable business growth and decision-making. Diversity encompasses dimensions such as age, gender, ethnicity, cultural background, disability, and socioeconomic status. An inclusive leadership team better reflects society, strengthens strategy development, and enhances organizational credibility.

### 2.2. Equity and Fair Opportunity:

- 2.2.1. The Company is committed to providing equitable opportunities for all employees, regardless of ethnicity, age, gender, nationality, political affiliation, religious beliefs, marital status, educational background, or physical ability. Equity ensures that all individuals have access to resources and opportunities tailored to their needs.

### 2.3. Inclusion:

- 2.3.1. The Company strives to create a culture of belonging where everyone feels valued, respected, and empowered to contribute to their fullest potential. This inclusive environment is essential for fostering innovation, collaboration, and employee engagement.

## 3. OBJECTIVES

### 3.1. To promote diversity, equity, and inclusion, the Company aims to:

- 3.1.1. Ensure the representation of diverse perspectives on the Board, within senior management, and across the organization.
- 3.1.2. Work towards achieving at least 30% representation of women on the Board and encourage women’s participation in senior management roles.
- 3.1.3. Foster an inclusive workplace culture free from discrimination and harassment, promoting mutual respect and collaboration.
- 3.1.4. Regularly assess and improve equity practices to address systemic barriers that may hinder fair participation and progression.

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#### 4. IMPLEMENTATION AND MEASURES

##### 4.1. Recruitment and succession planning

- 4.1.1. The Nomination Committee (“NC”) will integrate DEI principles into recruitment and succession planning processes, ensuring diverse and qualified candidates are considered for Board and senior management roles.
- 4.1.2. Potential candidates will be assessed on criteria such as:
- Qualifications and skills
  - Functional knowledge
  - Industry experience
  - Leadership capabilities
  - Integrity and professionalism
  - Time commitment
  - For Non-Executive Directors, the ability to discharge responsibilities objectively and effectively.

##### 4.2. Board Composition

- 4.2.1. The NC will review the Board’s composition annually to ensure a balanced mix of skills, experience, and diverse backgrounds.
- 4.2.2. The Company will actively pursue increased representation of underrepresented groups, including women, on the Board and in senior leadership.

##### 4.3. Inclusive Culture

- 4.3.1. The Company will nurture a boardroom and workplace culture that respects and values all forms of diversity, ensuring equity in opportunities and creating an inclusive environment free from discrimination and harassment.

##### 4.4. Employee Development

- 4.4.1. Provide training and resources to foster awareness and understanding of DEI principles among employees at all levels.
- 4.4.2. Implement mentorship and sponsorship programs to support the career progression of individuals from diverse and underrepresented groups.

#### 5. DISCLOSURE

- 5.1. Pursuant to the AMLR on the disclosure of Statement on Overview of Corporate Governance based on the MCCG in the Annual Report, the Board will disclose in the Annual Report its gender diversity policies and the proportion of women participation at Board level.

#### 6. REVIEW AND REVISION

- 6.1. This Policy will undergo periodic reviews by the Company to ensure its relevance and effectiveness in addressing ethical and operational matters. Revisions will be made as necessary to reflect evolving best practices, regulatory changes, and the needs of the Company.
- 6.2. The provisions of this policy can be amended and supplemented from time to time by a resolution by the Board.
- 6.3. This Policy shall be disclosed on the Company’s website.