



KJTS GROUP BERHAD

(202201020004) (1465701-T)

(Incorporated in Malaysia)

GENDER DIVERSITY POLICY

1. INTRODUCTION

KJTS Group Berhad (“the Company”) is committed in inducing boardroom and workplace diversity. The Board acknowledges the importance of diversity in terms of skills, experience, age, gender, cultural background and ethnicity and recognises the benefits of diversity at leadership and employee level. Having a range of diversity dimensions brings different perspectives to the boardroom and to various levels of Management within the Group.

2. PRINCIPLES OF THE GENDER DIVERSITY POLICY

Diversity encompasses various areas such as skills, experience, age, gender, cultural background and ethnicity and the Board firmly believe that a well diversified workplace could benefit the Company to achieve:-

- (a) a diverse and skilled workforce, leading to continuous improvement in achievement of corporate goals;
- (b) a workplace culture characterised by inclusive best practices and behaviors for the benefit of all stakeholders;
- (c) improved employment and career development opportunities irrespective of gender, age, ethnicity and cultural background;
- (d) A gender-balanced team brings with it greater industry knowledge and helps the Company access more resources, as well as multiple channels of information; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

3. RESPONSIBILITIES

A. Boardroom Diversity

The Nominating Committee (“NC”) will review and assess the Board composition on behalf of the Board and recommends the appointment of new Directors. In reviewing the Board’s composition, the NC will consider the benefits of all diversity aspects, in order to maintain an appropriate range and balance of skills, experience and background on the Board. In identifying suitable candidates for appointment to the Board, the NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.



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B. Workplace Diversity

Workplace diversity will be the Board's responsibility and assisted by the management team. The Board will adopt the following strategies in achieving its workplace diversity by: -

- (a) recruiting from a diverse pool of candidates for all positions, including board members and senior management;
- (b) reviewing succession plan to ensure an appropriate focus on diversity; and
- (c) identifying specific factors to take account in recruitment and selection processes to encourage diversity.

4. MONITORING

The Board, through the NC, will monitor the scope and applicability of this policy, from time to time on the progress of achieving the objectives.

5. REPORTING

Pursuant to the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Statement on Corporate Governance based on the Malaysian Code on Corporate Governance 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.