



DIVERSITY POLICY



Group of Companies

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1. Introduction

Pekat Group Berhad (“**the Company**”) recognises that diversity together with equitable representation at Board and senior management level, is an essential element of good governance and a critical attribute of a well-functioning board and senior management and for maintaining a competitive advantage. A diverse Board and senior management enhance decision-making capability and is more effective in dealing with organisational changes.

The Company takes cognisance of the best practices recommended under the Malaysian Code on Corporate Governance to have at least 30% female Directors and senior management.

2. Scope

This Policy applies to the Board and senior management of the Company.

3. Objectives

The objective of this Diversity Policy (“this Policy”) is to provide a framework for the Company to improve its diversity at Board and senior management level.

The Company acknowledges the importance of promoting diversity at Board and senior management. The Company **targets at least 30% female representation** on its Board and among senior management as it recognises that a diversified Board and senior management could bring greater depth and wider range of perspectives in the decision-making process. The Board also strives to achieve and maintain a culture of diversity not limited to only gender, but also skillsets, qualifications, experiences, ethnicity, age, background and other personal attributes in selection of Board representatives in the future.

In assessing the Board and senior management's composition and Board effectiveness, the Board shall accord due consideration to gender diversity, required mix of skills, experience, independence and other qualities, including core competencies, commitment, integrity and/or other commitments to the Board.

4. Measurement

To pursue the objectives of diversity, the Board will take into consideration the following measures:

- (a) The Nominating Committee ("NC") and the Board shall nominate or appoint a diverse Board with a broad spectrum of perspectives, including but not limited to education background, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- (b) The NC is responsible in ensuring that diversity objectives are adopted in the Board recruitment and succession planning processes.
- (c) The Company shall adopt a more accommodating boardroom culture and environment that is free from discriminations to attract and retain female participation at the Board level.
- (d) The Company will undertake the following strategies to promote its diversity at Board and senior management level:
 - recruiting from a diverse pool of candidates for female Directors and senior management;
 - reviewing succession plans to ensure an appropriate focus on diversity;
 - identifying specific factors to take into account the recruitment and selection processes to encourage diversity; and
 - any other strategies the Board may develop from time to time.

5. Review of Policy

The Policy will be reviewed once every three years or when necessary, by the Nominating Committee, to reflect the current best practices and requirements of the Malaysian Code on Corporate Governance and any other new requirements. Amendment of this policy must be tabled to the Board for approval.

Reviewed date: 26 March 2026