



PROGRESSIVE IMPACT CORPORATION BERHAD
(Company No: 203352-V)
(Incorporated in Malaysia)

BOARDROOM DIVERSITY POLICY

1. PURPOSE OF THE POLICY

Purpose

The purpose of this Boardroom Diversity Policy (“Policy”) is to formalise the approach to boardroom diversity on the Board of Directors (“Board”) of PROGRESSIVE IMPACT CORPORATION BERHAD (“PICORP”).

2. PRINCIPLES OF BOARDROOM DIVERSITY POLICY

The Board acknowledges and embraces the benefits of having a diverse Board not only in terms of gender but also in terms of age and ethnicity.

The trend towards diversity is essential to have the effect of bringing different perspectives to the Boardroom as the Board looks to keep pace with the changing dynamic that PICORP Group is now facing.

A truly diverse Board would include and capitalize on the differences in skills, background and experience (regional and industry), gender, race and other qualities of each Director. The Board will consider the aforesaid differences in determining the optimum composition of the Board and also ensuring a well-balanced Board, whenever possible.

The Board delegated to the Nominating Committee (“NC”) to ensure that the Board has a sufficient size with the appropriate balance of skills and experience to meet PICORP Group’s present and future needs. The NC also ensures that the composition of the Board and Board committees at all times adhere to the standards of independence promulgated by the Main Market Listing Requirements of Bursa Securities.

The NC would oversee the establishment of clear and appropriate selection criteria of candidate for membership to the Board. It also oversee that the conduct of assessment of the Board and Board Committees on annual basis to ensure effectiveness of the Board and Board Committees, as a whole and make recommendations on any improvement to be carried out.

The Board is supportive of gender diversity and has set a policy to have at least one (1) female director on its Board.

3. MEASURES ON BOARDROOM DIVERSITY

The Board through the NC would actively work towards promotion of corporate culture that embraces diversity in its recruitment process in its effort to achieve Boardroom diversity in terms of gender, age and ethnicity.

The Board would ensure that Boardroom diversity objectives are adopted in board recruitment, and succession planning processes.

4. MONITORING

The Board will review the Boardroom Diversity Policy and measures set, to ensure progress towards achievement of Boardroom diversity in composing an effective functioning Board, in terms of gender, age and ethnicity; and in compliance to changes in the applicable statutory and regulatory requirements.

Approved by the Board on 20 November 2017.