



GHL Systems Berhad (293040-D)

Incorporated in Malaysia

GENDER DIVERSITY POLICY

25 AUGUST 2021

INTRODUCTION

GHL Systems Berhad Group of Companies (“The Group”) acknowledges and recognises the benefits arising from the Boardroom and Workforce diversity, including enhancing the Group’s performance, improving efficiency and employee retention.

Gender diversity includes, but is not limited to, gender, age, ethnicity, culture and socio-economic backgrounds wherein the Group as a whole adopt a policy primarily based on meritocracy which is to develop an equal rights equal pay policy to achieve a broad base gender diversity of employment.

OBJECTIVES

The Group encourages and strive to achieve gender diversity in the composition of its Board, Key Senior Management and all their employees to ensure that the Group composition has a good appropriate mix of skills and talent base on meritocracy to conduct its business and ensure that sustainability of the Group’s business and goals are achieved.

Our Group Gender Diversity Policy (“the Policy”) is to provide an equal and level playing field for all people regardless of gender, age, ethnicity, culture and socio-economic backgrounds which are based on the following policies:

- a) Identifying and balancing the different skills, competencies and experience, background, gender and age of Directors and employees;
- b) Retaining Directors and Key Senior Management positions base on meritocracy, in the context of skills, time commitment and experience, in order for the Board and Management to be effective;
- c) The Nomination Committee amongst other thing reviews and assesses the composition of the Board and makes recommendations on the appointment of Directors and Key Senior Management positions.
- d) When the need for a new director is identified or a casual vacancy arises, consideration will be given to the appointment of female director(s) so as to attain and maintain a level of gender diversity within the Board that is considered appropriate at the time, having due regard to the skills, competencies, expertise, experience and background required to fill any such Board position(s), the availability of suitable candidates, the development potential of candidates and to any additional requirements that may be necessary to ensure a mix of skills, and

experience on the Board and its committees that will best serve the interests of the Group and its stakeholders.

Presently, the number of female Directors on the Board is approximately 20% of the total Board composition.

MONITORING

The Board through the Nomination Committee will periodically assess and monitor the effectiveness of this Policy and will be updated in accordance with the needs of the Group and any new regulations.

The Board of Directors has adopted this Policy on 25th August 2021