



**SEACERA GROUP BERHAD**  
(Company No.: 163751-H)

**GENDER DIVERSITY POLICY**

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## **PURPOSE**

Practice 5.10 of the Malaysian Code on Corporate Governance (“revised on 28 April 2021”) recommends that the board should establish a policy formalising its approach to boardroom diversity.

Diversity includes, but is not limited to, skills, experience, age, ethnicity, cultural background and gender

The Gender Diversity Policy (the “Policy”) sets out the approach to achieve diversity on the Board of Directors (the “Board”) and the executive level which reports directly to the Board (“Senior Management”) of Seacera Group Berhad (the “Company”) and its group of companies (“Group”).

## **OBJECTIVES**

The Board recognises that board diversity is an essential element contributing to the sustainable development of the Company and does not discriminate on the basis of ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background or physical ability.

The Board takes cognisance of the recommendation of the Malaysian Governance at least 30% women as decision makers in corporate sector. The Company shall endeavour to increase women representation on the Board if there are appropriate candidates available when Board vacancies arise.

The Policy is aligned with the Company’s objective, values and principles. The Company’s strategic intent for a diverse Board is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering of the Company’s strategy. The Policy is centered on the following initiatives:-

- identifying and balancing the different skills and industry experience, background, gender and age of Directors;
- retaining Directors personnel based on merit, in the context of skills, time commitment and experience, in order for the Board to be effective; and
- providing a safe and healthy environment for the views of Directors to be heard and their concerns attended to and where bias, discrimination and harassment on any matter are not tolerated; and

- the Board's Nominating Committee reviews and assesses the composition of the Board and makes recommendations on the appointment of new Directors. The Nominating Committee is tasked with the following responsibilities: -
  - take into consideration the benefits that flow from diversity and to appoint candidates based on merit and without prejudice, when reviewing the composition of the Board; and
  - consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

### **REVIEW AND REVISION POLICY**

The Nominating Committee will review regularly and assess the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the Committee and any recommendation for revisions shall be highlighted to the Board for approval.

This Policy shall be reviewed and updated in accordance with the needs of the Company and upon any new regulation to be implemented.

This Policy is approved by the Board of Directors of Seacera Group Berhad on 18 April 2023 and is effective immediately.