



## WATTA GROUP OF COMPANIES

### GENDER DIVERSITY POLICY

#### **Procedure**

This Policy sets out the approach of the Company in respect of diversity for the Company's Board of Directors ("Board") and Senior Management.

To practicable extent, the Company continues to endeavour application of the principles and practices as set out in the Malaysian Code on Corporate Governance 2021.

The Company recognises and embraces the benefits of having a diverse Board and Senior Management, and sees increasing diversity at the Board and Senior Management level as essential elements in maintaining competitive advantages and attainment of strategic objectives.

The Nomination Committee reviews and assesses the Board composition on behalf of the Board, as well as the composition of Senior Management, and recommends the appointment of new Directors and/or Senior Management.

#### **Measurable objectives**

Sourcing of suitable candidates will not be solely relied on recommendations by the existing Board members, Management or Major Shareholders but also from reliable independent sources.

In identifying suitable candidates for appointment to the Board and Senior Management, various criteria will be taken into account including but not limited to mix of skills, knowledge, expertise, independence, experience, professionalism, age, cultural background and gender.

However, selection of women candidates will be, in part, dependent on the pool of women candidates with the necessary skills, knowledge, experience and other measures as mentioned above. The ultimate decision to appoint women candidates will be based on merit and contribution that the chosen candidates will bring to the Board.

#### **Monitoring and Reporting**

The Nomination Committee will report annually, in the corporate governance section of the Company's Annual Report, on the process it has used in relation to Board and Senior Management appointments.

Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.

The Company should disclose in its annual report how candidates for Non-Executive Director positions were sourced including whether such candidates were recommended by the existing Board members, Management or Major Shareholders.

If the selection of candidates was solely based on recommendations made by existing Board members, Management or Major Shareholders, the Nomination Committee should explain why other sources were not used.

**Review of the Policy**

This Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. The Nomination Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

***This Policy is revised, approved and adopted by the Board on 29 August 2023***