



EUPE CORPORATION BERHAD (377762-V)
(Incorporated in Malaysia)

BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY

1. PURPOSE

- 1.1 The Board and Senior Management Diversity Policy has been adopted by the Board of Directors (“Board”) of the Eupe Corporation Berhad (the “Company” or “Eupe”) on 2 May 2018 as it is an important drive of Board’s effectiveness, creating a breadth of perspective among directors.
- 1.2 The Board and Senior Management Diversity Policy is reflected and extended to senior management of the Group to form Board and Senior Management Diversity Policy (the “Policy”) whereby the Board, through the Nomination Committee (“NC”) shall:
 - (i) demonstrate clear commitment to develop a corporate culture which embraces the different aspects of diversity including gender diversity;
 - (ii) assess the Group’s diversity levels of the Board and other senior management personnel and formulate targets and measures to assess and monitor the progress; and
 - (iii) ensure diversity is sought as part of their selection and recruitment process for the Board and senior management, serving as a pipeline for board candidacy.
- 1.3 A more diverse leadership team better reflects the realities of the society, strengthens strategy formulation and risk management by adding varying perspectives and enhances the overall credibility of the Company.

2. POLICY STATEMENT

- 2.1 The Board strongly endorses board diversity as it is of the view that a diversified Board has the prospects of achieving greater effectiveness, creativity and capacity to thrive in a challenging and uncertain business environment. The Board takes into consideration and aims to make good use of the differences in the skills, industry experience, cultural background, age, gender, ethnicity and other qualities of its Directors and senior management.
- 2.2 Hence the Board strives to ensure that there is no discrimination on age, gender, ethnicity, cultural background when deciding candidates on the composition of the Board and in senior management team.
- 2.3 The Company’s strategic intent for boardroom diversity and senior management team is the attraction, retention and development of a diverse team of skilled people towards the delivering of the Company’s strategy. The



Policy is centered on the following initiatives:

- (i) Identifying and creating the right balance of skills, industry experience, age, ethnicity and gender of Directors and senior management;
- (ii) Ensure that recruitment and selection practices at all levels (including board) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates;

3. MEASURABLE OBJECTIVES

- 3.1 The Board is mindful that for any set objectives to be effective, they should be measurable. On an annual basis, the NC will discuss the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption, where applicable.
- 3.2 **In relation to gender diversity, the Board sets a target of at least one women director on the Board.**

4. MONITORING AND REPORTING

- 4.1 The diversity targets and measures should be assessed annually and the progress should be monitored to determine if they are effective. Where targets are not achieved, plans for improvement should be deliberated and reported to the Board.
- 4.2 Disclosure will also be made in the Annual Report and/or Corporate Governance Report which include the following:
 - (i) policy on board diversity including policy on gender;
 - (ii) measurable objectives to achieve board diversity, if necessary; and
 - (iii) measures undertaken to meet the aforementioned objectives, if the objectives are not met.

5. REVIEW OF THE POLICY

- 5.1 The NC will review and assess the effectiveness of the Policy annually or as and when required. The Committee shall deliberate on appropriate amendments to be made to the Policy to make it more cohesive and any recommendation for revisions shall be highlighted to the Board for approval.