



**EUPE CORPORATION BERHAD**  
**Registration No. 199601005416 (377762-V)**  
(Incorporated in Malaysia)

## **BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY**

### **1. PURPOSE**

- 1.1 The Board and Senior Management Diversity Policy (“Policy”) has been adopted by the Board of Directors (“Board”) of 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 This Policy is intended for the Company and its subsidiary companies (“the Group”), and is reflected and extended to the members of the Board and Senior Management of the Group whereby the Board, through the Nomination and Remuneration Committee (“NRC”) 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 The spirit of diversity also links with equality and fairness within the procedures and processes of recruitment or performance evaluation. All Board and Senior Management appointments are made on the elements of capabilities, merits, and contribution to the organisation.
- 2.3 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.



- 2.4 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 who are increasingly engaged towards the delivery of the Group's strategies. The Policy is centered on the following initiatives:
- (i) identifying and creating the right balance of skills, expertise and industry experience, competencies, time devoted, gender, age, educational, cultural, ethnicity and backgrounds of Directors and Senior Management; and
  - (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.
- 2.5 Notwithstanding the above, the following criteria shall also be considered when evaluating Senior Management composition:
- (i) the suitability of the candidates must be evaluated objectively based on their capabilities to contribute to the organisation regardless of age, gender, ethnicity, educational and cultural background and etc. and must not be influenced by perception or bias;
  - (ii) the candidates must be reliable and having the capability to grow the organisation over the long term, and shall not allow biased perception or judgement which will affect the way of doing work;
  - (iii) recruitment and selection are meant to recruit people with requisite skills, qualifications and experience, based on the current and future requirements of the organisation in mind. There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process; and
  - (iv) all decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Company's needs and be determined based on skills, merit, qualifications and competence regardless of age, gender, ethnicity, cultural background or other personal factors.

### **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 NRC will discuss the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption, where applicable.
- 3.2 In consideration of the benefits from boardroom diversity and to appoint candidates based on merit, contribution and potential and without prejudice, the Board strives to achieve at least 30% of women Director on Board when reviewing the Board's composition.



- 3.3 In order to ensure there is a healthy representation of women in Senior Management positions, the Board strives to achieve at least 20% of women participation.

#### **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 and Senior Management 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 NRC will review and assess the effectiveness of the Policy as and when required. The NRC shall deliberate on appropriate amendments to be made to this Policy to make it more cohesive and any recommendation for revisions shall be approved by the Board.