

**DIVERSITY POLICY**

**A. INTRODUCTION**

The Board of Directors of (“**the Board**”) of GDEX Berhad (“**GDEX**” or “**the Company**”) has adopted this Diversity Policy (“**the Policy**”) which is intended for the Company and its subsidiaries (collectively referred to as “**the GDEX Group**”).

The Policy sets out to promote diversity for the Board and workforce of the Group. Diversity in this context refers to age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief and social-economic status. Diversity also encompasses the way people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

This Policy is firmly aligned with the achievement of the Company’s business objectives, values and principles.

**B. OBJECTIVES**

The Company is committed to manage diversity, which may result from a range of factors including age, gender, ethnicity, nationality, cultural background or other personal factors, as a means of enhancing the Company’s performance by recognising and utilising contribution of diverse skills and talents from its directors, officers and employees.

**C. POLICY STATEMENT**

Building a diverse and inclusive culture is essential to GDEX’s success to enable the Company to respond to Malaysia’s diverse customer base. A truly diversified Board can enhance the effectiveness, creativity and capacity of the Board and the GDEX Group.

GDEX’s strategic intent for diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company’s strategies as set out in this Policy.

**1. Board of Directors**

- Identifying potential candidates and balancing the mix of skills, expertise and industry experience, gender, age, ethnicity, commitment (including time commitment) and backgrounds of Directors in the recruitment and selection process;

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- Retaining Directors based on merit, in the context of skills, time commitments and experience, in order for the effective functioning of the Board;
- The Combined Nomination and Remuneration Committee (“CNRC”) has to consider the following responsibilities:
  - To take into consideration the benefits from boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board’s composition.
  - To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors.
  - To consider the benefits of diversity and taking reasonable steps in ensuring that woman candidates are sought as part of the recruitment exercise in trying to achieve the 30% female Directors on Board in which a reasonable time frame for the Board to achieve this is 3 years or less and thereafter, to recommend to the Board for consideration if there is a suitable female candidate has been identified.
  - To review the participation of women in Senior Management to ensure there is a healthy talent pipeline.
  - The participation of women in decision-making positions should not be focused on Board positions alone but should be broadened to include members of Senior Management as the same benefits apply.
  - To implement this Policy and to monitor progress towards the achievement of these objectives.
  - In relation to recruitment of director/board member, the CNRC is entrusted by the Board to identify potential candidates by seeking applications from suitably qualified individuals; and/or engaging external consultants that will present diverse candidates.
  - The CNRC will evaluate the mix of skills, experience, expertise and diversity of the existing Board that will best increase the Board's effectiveness. Consideration is also given to meeting the balance of independent Directors on the Board.

- Upon identifying the appropriate candidate to be appointed as director or board member, the CNRC will make its recommendations to the Board for approval.

## **2. Officers and Employees**

In line with promoting diversity in the workplace, the Board has established the following procedures:

- (i) All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff.
- (ii) 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.
- (iii) The setting of the remuneration levels of the officers and employees regardless of age, gender, ethnicity, cultural background or other personal factors without bias.
- (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 and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

## **3. Training**

Internal and external trainings opportunities will be given based on the needs and necessities of the employees and Directors regardless of age, gender, ethnicity, cultural background or other personal factors.

## **4. Workplace Diversity Principles**

The GDEX Group is committed to workplace diversity ensuring that the GDEX Group value and respect the differences and that the workplace is fair, accessible, flexible, inclusive and free from discrimination.

It is the responsibility of everyone to promote the workplace diversity, which includes:

- Practicing and promoting behavior consistent with the Code of Conduct of the GDEX Group and the Company;
- Respecting different ways of thinking, using employees' different perspectives to improve and enhance business growth and performance;

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- Treat all employees with respect and dignity;
- Strive to create and foster a supportive and understanding environment in which all employees realise their maximum potential within the GDEX Group and the Company, regardless of their differences;
- Recognise that each employee brings their own unique capabilities, experiences and characteristics to their work, and the GDEX Group value such diversity at all levels in all that the GDEX Group do;
- Provide a safe, secure, harmonious and healthy workplace;
- Make decisions genuinely based on equity and fairness; and
- Make appropriate action to eliminate discrimination.

**D. CONCERNS OR COMPLAINTS**

Any employee, who feels that they are being discriminated against or believes another employee is not complying with our policy, has the right to complain and have action taken. Complaints can be brought to the attention of their supervisor or other managers.

All complaints will be treated seriously, and will be investigated. Confidentiality will be maintained as far as is appropriate and possible.

People will not be victimised in any way for making a complaint, nor for acting as a witness for someone who complains.

**E. MEASURABLE OBJECTIVES**

The CNRC will be reviewed annually and as and when required, to ensure the effectiveness of this policy. The CNRC will discuss any revisions that may be required from time to time and recommend any such revisions to the Board for consideration and approval.

**F. MONITORING AND REPORTING**

Disclosure of the diversity of the board composition and workforce will be made in the Company's Annual Report. The Annual Report will include a summary of this Policy.