

DIVERSITY POLICY

1. INTRODUCTION

Practice 5.10 of the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”) recommends that the Board should establish a policy formalizing its approach to gender diversity for the Board and Senior Management. Cabnet Holdings Berhad (“Cabnet” or “the Company”) believes in diversity and values the benefits that diversity can bring to its Board of Directors.

Diversity promotes the inclusion of different perspective and ideas, mitigates against groupthink and ensures that Cabnet has the opportunity to benefit from all available talent. To the extent practicable, Cabnet will address the recommendations and commentary provided in the MCCG 2017.

The Board’s approach to diversity is set out below and will be overseen by the Nominating Committee (“NC”) which will take steps to ensure that diversity and in particular, women candidates are sought as part of its recruitment exercise.

2. OBJECTIVES

The Diversity Policy provides a framework for the Group to achieve:

- a) a diverse and skilled workforce in the Board and the Senior Management, leading to continuous improvement in service delivery and achievement of corporate goals;
- b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c) an organisational culture that understands and values differences by developing and offering work arrangements that help to meet the needs of a diverse workforce;
- d) improved employment and career development opportunities for women;
- e) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- f) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Company seeks to maintain a Board comprising of talented and dedicated Directors, as well as Senior Management with a diverse mix of expertise, experience, skills and backgrounds. The Board’s and Senior Management’s collective skills and backgrounds should reflect the diverse nature of the Group’s business environment. For purposes of the Board and Senior Management composition, diversity includes but is not limited to skills, experience, age, cultural background and gender.

3. RESPONSIBILITIES

3.1 The Board's commitment

The Board is committed to ensure workplace diversity, with a particular focus on supporting the representation of women in the composition of Board of the Company.

The Board, assisted by management, is responsible for developing strategies to meet the objectives of the Diversity Policy, and monitoring the progress of achieving the objectives through the measures, monitoring, evaluation and reporting mechanisms as listed in sections 4, 5 and 6 below.

The Board, through NC, will conduct all Board appointment process in a manner that promotes diversity.

3.2 Strategies

The Group's diversity strategies include:

- a) recruiting from a diverse pool of candidates for female positions;
- b) reviewing succession plans to ensure an appropriate focus on diversity;
- c) identifying specific factors to take into account the recruitment and selection processes to encourage diversity;
- d) developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development; and
- e) any other strategies the Board develops from time to time.

4. MEASURES

To pursue the objectives of diversity, the Board would take into consideration the following measures:

- a) The NC is responsible in ensuring that diversity objectives are adopted in recruitment and succession planning processes for the Board and Senior Management.
- b) For purpose of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status.
- c) For the Board's gender diversity, the NC will shortlist the potential women candidate based on the following criterias:-
 - skills, knowledge, expertise and experience;
 - professionalism;
 - integrity;
 - time devoted and tenure of office; and
 - in the case of the candidates for the position of Independent Non-Executive Directors, the NC would also evaluate the candidates' ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors;

- d) The Company shall adopt a more accommodating boardroom culture and environment that is free from harassments and discriminations, in order to attract and retain women participation on the Board and Senior Management.
- e) To avoid mismatch and ineffective appointment of the female Directors, the Company does not set any specific target for female Directors in the Diversity Policy and will actively work towards having more female Directors on the Board.

5. MONITORING AND EVALUATION

The Board, through NC, will monitor the scope and applicability of this policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving the Objectives including but not limited to setting up numerical targets and a mechanism to track performance against these targets.

6. REPORTING

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Company will disclose in the Annual Report its Diversity Policies and the proportion of women participation at Board level and Senior Management.

This Diversity Policy was approved and adopted by the Board on 23 February 2018.

This Diversity Policy was last reviewed and revised on 28 April 2025.