

## **GENDER DIVERSITY POLICY**

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### **1. INTRODUCTION**

Practice 4.5 of the Malaysian Code on Corporate Governance 2017 (“MCCG 2017”) recommends that the Board should establish a policy formalizing its approach to gender diversity. Cabnet Holdings Berhad (“Cabnet” or “the Company”) is committed to and recognizes the benefit of gender diversity. To the extent practicable, Cabnet will address the recommendations and commentary provided in the MCCG 2017. The Board is pleased to set out below its approach to gender diversity through its Nomination Committee which prescribes steps to ensure that women candidate 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, 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) improved employment and career development opportunities for women;
- d) 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
- e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

### **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 section 4, 5 and 6.

The Board, through Nomination Committee, will conduct all Board appointment process in a manner that promotes gender 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 gender diversity;
- c) identifying specific factors to take into account the recruitment and selection processes to encourage gender 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 gender diversity, the Board would take into consideration the following measures:

- a) The Nomination Committee is responsible in ensuring that gender diversity objectives are adopted in Board recruitment and succession planning processes.
- b) The Nomination Committee will shortlist the potential women candidate based on the following criterias:-
  - skills, knowledge, expertise and experience;
  - professionalism;
  - integrity; and
  - in the case of the candidates for the position of Independent Non-Executive Directors, the Nomination Committee would also evaluate the candidates' ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors;
- c) 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.
- d) To avoid mismatch and ineffective appointment of the female Directors, the Company does not set any specific target for female Directors in the Gender Diversity Policy and will actively work towards having more female Directors on the Board.

#### **5. MONITORING AND EVALUATION**

The Board, through Nominating Committee, 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.

#### **6. REPORTING**

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2017 in the Annual Reports, the Company will disclose in the Annual Report its gender diversity policies and the proportion of women participation at Board level.

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