



SAMAIDEN GROUP BERHAD

201901037874 (1347204-V)

**DIVERSITY POLICY
FOR DIRECTORS AND SENIOR MANAGEMENT**

1. Introduction

This Policy pursues to record, more formally, the Samaiden Group Berhad's ("the Group" or the "Company") policy on diversity for Directors and Senior Management and to recognise the recommendation of the Malaysian Code on Corporate Governance.

2. Principle and Objectives

2.1 The Group strictly adheres to the practice of non-discrimination of any form, whether based on race, age, religion and gender throughout the organisation, which includes the selection of Board members and Senior Management. The Board encourages a dynamic and diverse composition of members and Senior Management by nurturing suitable and potential candidates equipped with competency, skills, experience, good character, time commitment, integrity and other qualities in meeting the future needs of the Group.

2.2 The objectives of this Policy are to have a Board which:

- is characterized by a broad range of viewpoints rather than just diversity in skills and experience; diversity in viewpoints would exist if there are diversity in gender, nationality, age, culture and socio-economic backgrounds; and
- has sustainable development as its core value, thus promoting the interests of all our stakeholders, particularly the long term interests of our shareholders, fairly and effectively.

3. Scope & Policies for Directors

The Board considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background.

3.1 Board Mix

The Board shall include a balanced composition of Executive, Non-executive and Independent Non-executive Directors to promote a strong element of independences in the Board. The Independent Non-Executive Directors shall be of sufficient calibre and standing, for their views to carry out their duties.

3.2 Skills and Experience

The Board shall possess a balance of appropriate skills, expertise and industry experience for the requirements of the business of the Group. The Directors shall have a mix of financial, legal, management and other backgrounds which when working in synergy, could provide the Group with considerable experience in a wide range of activities.

3.3 Gender

The Board is mindful that for any set objectives to be effective, they should be measurable. On an annual basis, the Nominating Committee (“NC”) will discuss the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption, where applicable.

The Company endeavours to achieve at least 30% women Directors on Board if there are appropriate candidates available when Board vacancies arise.

3.4 Ethnicity/Nationality

The Group aspires to have a board of directors of different nationality, cultural and ethnic backgrounds who are able to contribute their knowledge and understanding of the business, industry and environment.

3.5 Age

The Board is fully committed to promote age diversity, valuing the contribution of its members regardless of age, and seeks to eliminate age stereotyping and discrimination.

4. Scope & Policies for Senior Management

In line with promoting diversity in the Senior Management level, the Board has established the following:

- 4.1 All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting for Senior Management position.
- 4.2 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.
- 4.3 The remuneration levels of the Senior Management are set regardless of age, gender, ethnicity, cultural background or other personal factors without bias.
- 4.4 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.
- 4.5 The Company strives to have participation of women in Senior Management comprising different ethnicity. However, the selection criteria based on an effective blend of merits, competencies, knowledge, skills, experience and contribution to the Company and workplace should remain the priority.

5. Diversity Objectives

This Diversity Policy framework for the Group is aimed towards achieving the following objectives:

- 5.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to, professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background. The ultimate decision will be based on merit and contributions that the selected candidates will bring to the Board and Senior Management.
- 5.2 The Board acknowledges the importance of promoting gender diversity.

6. Monitoring and reporting

- 6.1 Pursuant to the Terms of Reference of NC, the NC is (among other things) responsible for:
 - reviewing, recommending and considering candidates to the Board and committees of the Board;
 - assessing the effectiveness of the Board as a whole, the committees of the Board and the contribution of each individual Directors on an on-going basis; and
 - assessing the balance of the Board membership and determining the core competencies and skills required for the Board.
- 6.2 The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board and Senior Management Diversity.

7. Review of the Policy

The Policy will be reviewed as and when required and updated in accordance with the needs of the Company and any new regulations. Any revision or amendment to this Policy, as proposed by the NC, shall be presented to the Board for its approval.

The Policy was last reviewed by the Board on 26 May 2022.