
BOARD DIVERSITY POLICY

This Policy sets out the principles adopted by Kumpulan Fima Berhad (“KFima” or “Company”) to maintain diversity on the appointment and composition of its board of directors (“Board”). The Company sees diversity at the Board level as an essential element to ensuring the achievement of its strategic objectives and meeting the future needs of the Company. The diversity collectively represented on the Board should also reflect the diverse nature of the business environment in which the Company operates.

A diverse Board will include and make good use of differences between the directors in terms of skills, experiences, industry background, genders, ages and other relevant factors. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately.

In this regard, the Nomination and Remuneration Committee (“NRC”) is empowered to review and assess the composition and performance of the Board annually, as well as identifying qualified candidates to occupy Board positions. The NRC, when recommending new candidates for Board memberships, will consider directors of all different skills, experience, age, gender, industry background and other relevant factors that are important and needed to support robust and good decision-making at the Board level.

In connection with its efforts to create and maintain a diverse Board, the NRC will:

- adhere to the recruitment and sourcing process that seeks to include diverse candidates, including women in any director search.
- assess the appropriate mix of diversity (including gender and age), skills, experience and expertise required of the Board and address gaps (if any).
- make recommendations to the Board in relation to the appointments and maintain an appropriate mix of diversity, skills, experience and expertise of the Board.
- periodically review and report to the Board on requirements in relation to diversity of the Board (if any).

The NRC shall review the policy from time to time, to ensure the effectiveness of the policy. The NRC shall discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

Approved by the Board of Kumpulan Fima Berhad on 30 May 2022.