

BOARD (AGENDA 15)**CAB CAKARAN CORPORATION BERHAD**

(200201015998) (583661-W)

(Incorporated in Malaysia)

GENDER DIVERSITY POLICY FOR BOARDROOM AND SENIOR MANAGEMENT**1. INTRODUCTION**

- 1.1 Practice 5.10 of the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”) recommends that the Board of Directors should establish a policy formalising its approach to gender diversity for the board and senior management.
- 1.2 This Gender Diversity Policy for Boardroom and Senior Management (the “Policy”) sets out the approach to diversity on the Board of Directors (“the Board”) and the senior management of CAB Cakaran Corporation Berhad (“CAB or “the Company”) and its subsidiaries (collectively referred to as “the Group”).

2. SCOPE

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, marital status, sexual orientation, religious beliefs, cultural background, educational background and socio-economic background.

3. POLICY STATEMENT

- 3.1 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, marital status, sexual orientation, religious beliefs, cultural background, educational background and socio-economic background. The ultimate decision will be based on merit and suitability of the candidate to the particular role being filled as well as the contribution of that selected candidates will bring to the Board. Subject to this ultimate decision, the Board will always have regard to the need to consider candidates from different backgrounds.

The Board’s composition (including gender, ethnicity and age) will be disclosed in the Corporate Governance Report annually.

- 3.2 The Board acknowledges the importance to promote gender diversity, the normal recruitment and selection criteria based on an effective blend of competencies, skills, extensive industry experience and knowledge and time commitment to strengthen the Board and senior management should remain a priority.



- 3.3 The Board strives to ensure that there is no discrimination on age, gender, ethnicity, cultural background when deciding candidates on the composition of the Board and senior management.

4. MONITORING AND REPORTING

- 4.1 Pursuant to the Term of Reference of the Nomination Committee, the Nomination Committee is among others, responsible for:
- Regularly review the Board structure, size and composition such as the required mix of skills, independence and diversity by applying the Company's Directors Fit and Proper Policy and Gender Diversity Policy for Boardroom and Senior Management as part of their selection and recruitment exercise and make recommendations to the Board with regards to any adjustment that are deemed necessary.
- 4.2 The Board will ensure that appropriate disclosures are made in the Annual Report regarding the board and senior management diversity.
- 4.3 The Board will undertake measures to ensure the abovementioned objectives are met.

5. REVIEW OF POLICY

The Nomination Committee will review this Policy periodically and recommend to the Board for any necessary amendments to ensure they remain consistent with the Board's objectives, current law and practices.

This Policy was reviewed and approved by the Board on 18 December 2024 and is made available for reference at the Company's website, www.cab.com.my.