

Kelington Group Berhad

[Registration No. 199901026486 (501386-P)]

BOARD DIVERSITY POLICY

Introduction

The Board Diversity Policy (“the Policy”) sets out the approach to achieve diversity on the Board of Directors (“Board”) of the Company.

Kelington Group Berhad (“the Company” or “KGB”) recognises that Board diversity enhances decision making capability and the quality of the Board’s performance. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and sustainable development.

Policy

The Company believes that a truly diverse Board will leverage differences in perspective, knowledge, skills, industry experience, background, age, ethnicity, race and gender among the Directors, and these differences will be considered in determining the optimum composition of the Board.

The selection of candidates for Directors will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, independence, skills and knowledge. The ultimate decision will be based on the merit and the contribution that the selected candidates will bring to the Board.

In respect to gender diversity, the Company maintains the pursuit of its target of at least 30% women participation on the Board by 2025 as the Company believes that female participation brings immense value to the business.

Nonetheless, the Company shall at any point of time to have at least one female representation on the Board.

The Board includes a balanced composition of Executive Directors, Non-Independent Non-Executive Directors and Independent Non-Executive Directors so that there is a strong element of independence in the Board. The Independent Non-Executive Directors shall be of sufficient caliber and standing for their views to carry weight.

In identifying candidates for appointment of Directors, other than relying on the recommendations of the existing Board members, Management and/or major shareholders, the Board (through the Nomination Committee (“NC”)) will also explore independent sources to identify suitably qualified candidates.

Responsibility and Review

The NC is responsible for reviewing and assessing the composition and performance of the Board annually via the Board Evaluation, as well as recommending the appointment of new Directors.

The NC will review the Policy periodically, and discuss any changes that may be required and recommend any such changes to the Board for consideration and approval.

Disclosure

Upon approval from the Board, the Policy will be published on the Company’s website for stakeholders’ information.