

SPB DEVELOPMENT BERHAD

GENDER DIVERSITY POLICY

1. INTRODUCTION

- 1.1 SPB Development Berhad ("**Company**") believes in diversity and values the benefits that diversity can bring to its Board of Directors ("**Board**"), the Company and its subsidiaries ("**Group**"). The Company recognises the benefits arising from workplace and board diversity, including a broader pool of high-quality employees ("**Employee(s)**"), improved Employee retention, ability to assess from different perspectives and ideas as well as ensuring equal opportunity to benefit from all available talents.
- 1.2 Diversity includes, but not limited to, gender, age, race, nationality, religion, cultural background and the differently-abled. Practice 5.10 of the Malaysian Code on Corporate Governance ("**MCCG**") issued by the Securities Commission Malaysia recommends that the Board discloses in its annual report on the Company's policy on gender diversity for the Board and senior management ("**Senior Management**").
- 1.3 To the extent practicable, the Company will address the recommendations and commentaries provided in the MCCG. The Company takes cognisance of the best practices recommended under the MCCG to have at least 30% female Directors.
- 1.4 The Board is pleased to set out below its approach to gender diversity through its Nominating Committee ("**NC**") which prescribes steps to ensure that women candidates are sought as part of its recruitment exercise.

2. OBJECTIVES

- 2.1 This Gender Diversity Policy ("**this Policy**") provides a framework for the Company to:
- (a) improve its gender diversity at Board and Senior Management level;
 - (b) achieve improved employment; and
 - (c) career development opportunities for women.

3. RESPONSIBILITIES

- 3.1 The Board and NC
- (a) The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in the composition of the Board.
 - (b) The Board, assisted by management of the Company ("**Management**"), is responsible for developing strategies to meet the objectives of this Policy, and monitoring the progress of achieving the objectives through the monitoring, evaluation and reporting mechanisms as listed below.
 - (c) The Board, through NC, will conduct all Board appointment process in a manner that promotes gender diversity.
 - (d) NC will consider the benefits of all aspects of diversity, in particular but not limited to gender diversity, to enable the Employees to discharge their duties and responsibilities effectively.
 - (e) Annual performance evaluation and assessment of workplace effectiveness shall be conducted to ensure Employees bring positive effect to the Group's performance.

- (f) NC shall ensure female candidates are incorporated into the recruitment interview process where applicable, in particular where specific gender targets have been established.
- (g) The NC shall shortlist the potential women candidates based on the following criteria:
 - (i) skills, knowledge, expertise and experience;
 - (ii) professionalism;
 - (iii) integrity; and
 - (iv) in the case of the candidates for the position of Independent Non-Executive Directors, the NC would also evaluate the candidates' ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors.
- (h) 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.

3.2 Human Resource Department (“HR Department”)

- (a) The HR Department shall provide education on this Policy to both the Management and Employees of the Group. Further assistance and guidance will be provided for better understanding to the requirements of this Policy.
- (b) Annual review of the statistic relating to selection, promotion, remuneration and retention of Employees especially female Employees to ensure that the measurable targets are met and report any deficiency to the Board.
- (c) The HR department shall deal with any complaints regarding this Policy and put them into documentation for future discussion in the Board. Any relevant diversity policy questions raised will be incorporated into the Employees' opinion survey and exit interview.

3.3 Employees

- (a) Each of the Employee of the Group shall observe, familiarise and fully understand their individual responsibilities and the content of this Policy.
- (b) All Employees shall behave and act in appropriate manner towards each other and keep in line with the objectives outlined in the above section.

3.4 Strategies

The Group's gender 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) develop peer mentoring programs and targeted trainings to avoid any pressure or confusion during their career pathway for smooth execution on job;
- (e) listen to the voices and opinions from all levels within the Group and especially work arrangement for female candidates on their maternity leave, emergency leave, promotion opportunities, childcare benefits and flexibility of contractual arrangement; and
- (f) any other strategies the Board develops from time to time.

4. MEASURES

- 4.1 To pursue the objectives of gender diversity, the Board would take into consideration the following measures:
- (a) the NC ensures gender diversity objectives are adopted in Board recruitment and succession planning processes;
 - (b) the NC shall shortlist the potential women candidates based on the criteria set out in this Policy; and
 - (c) the Board shall actively support the development aspirations of women Directors and/or Employees.

5. MENTORING AND EVALUATION

- 5.1 The Board, through the NC, shall monitor the scope and applicability of this Policy from time to time.
- 5.2 The Management will provide feedback and considerations to the Board on this Policy and other relevant factors which may have detrimental effect on the Group's effectiveness.

6. POLICY SUBJECT TO PERIODICAL REVIEW

- 6.1 The NC is responsible for regular reviews of this Policy and making any recommended changes to ensure that it continues to remain relevant, appropriate and consistent with the Group's practices, MCCG or any other applicable regulatory requirements.
- 6.2 Any revisions and/or changes to the terms of this Policy as recommended by the NC shall be subject to the approval of the Board.
- 6.3 The Board should disclose the application of this Policy in the Annual Report and on the corporate website of the Company.

This Policy is approved and adopted by the Board on 18 July 2024.