

Board Diversity Policy

1 Purpose

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

2 Policy

- (i) The Board believes that a truly diversified Board will leverage differences in thought, perspective, knowledge, skill, professional experience, culture, race, background, age, ethnicity and gender among directors, will enhance the decision making capabilities of the Board and achieve optimum Board performance.
- (ii) At least half of the Board comprises independent directors.
- (iii) The appointment to the Board is based on objective criteria, merit, contribution and with due regard for diversity in skills, experience, age and gender. The Nomination Committee will evaluate the candidates based on the merit and contribution that he/she will bring to the Board and recommend to the Board for consideration.
- (iv) The Board shall comprise at least a suitable woman director at any time to address gender diversity.
- (v) In identifying, considering and recommending suitable persons for appointment as directors, the Board shall rely on sources from existing Board members, management, major shareholders, independent search firms and other independent sources.
- (vi) The Board will continuously enhance the Board’s composition in line with the evolving circumstances and needs of the Company and its subsidiaries given its sizes, business diversity and geography.

3 Responsibility and Review

The Nomination Committee will review the Board Diversity Policy periodically, and recommend to the Board changes (if any), to ensure that the Board Diversity Policy is in line with the requirements of the Company and any new regulations that may have impact on the board diversity of the Company.