

CEKD BERHAD

(Co. No: 201801023077 (1285096-M))

(Incorporated in Malaysia)

GENDER DIVERSITY POLICY

1. INTRODUCTION

CEKD Berhad (“CEKD” or the “Company”) recognizes that gender diversity together with equitable representation at Board level is important for good governance and for maintaining a competitive advantage. The Board of the Company takes cognisance of the ACE Market Listing Requirement of Bursa Securities Malaysia Berhad (“AMLR”) and the recommendation by the Malaysian Code on Corporate Governance 2021 (“MCCG”) that the Board shall establish a policy formalising its approach to boardroom diversity and the composition of Board shall taking into consideration of the diversity in skills, experience, age, cultural background, and gender to meet the needs of the Company.

A diverse Board and Senior Management enhances decision making and fosters innovation by providing different perspectives and problem-solving approaches, enabling the Company to adapt organisational changes.

2. OBJECTIVES

This policy provides a framework for the Company:

- (i) To achieve a diverse and inclusive Board and management level, leading to continuous improvement and drives business success.
- (ii) To create an environment that values and respects individuals regardless of genders.
- (iii) To ensure equal career development opportunities, regardless of genders.

3. RESPONSIBILITIES

3.1 The Board’s commitment

The Board is committed to workplace diversity, focusing on supporting the representation of women in the composition of Board and management of the Company.

The Board, assisted by management, is responsible for developing strategies to meet the objectives of this policy, as well as monitoring the progress of achieving the objectives.

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3.2 Strategies

To pursue the objectives of gender diversity, the Board will take into consideration the following:

- (i) The Nomination Committee (“NC”) will shortlist potential candidates for Board based on the following criteria for recommendation to the Board :-
 - a) Fit and proper
 - b) Skills, knowledge, expertise and experience
 - c) Professionalism
 - d) Integrity
 - e) In the case of candidates for the position of Independent Non-Executive Directors, the NC shall also evaluate the candidates’ ability to discharge such responsibilities/functions as expected of Independent Non-Executive Directors
- (ii) The Board shall appoint a gender diverse Board with due consideration of a broad spectrum of perspectives, including but not limited to gender diversity, education background, skills, expertise and/or other commitments that the candidate will bring to complement the Board or Senior Management.
- (iii) The Company shall foster a culture of inclusivity and equal opportunities environment that encourages and values female participation in the Board and Senior Management level.
- (iv) The Company shall review the succession plan to ensure and promote gender diversity.
- (v) The Board shall meet the requirement as set out in the AMLR and MCCG 2021 and will actively work towards having more female candidates on the Board and Senior Management

4. MONITORING AND EVALUATION

The Board, through NC, shall monitor the scope and applicability of this policy, from time to time.

The management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives.

5. PERIODIC REVIEW

- 5.1 This policy shall be reviewed and updated annually by the NC from time to time and recommend the same to the Board for consideration and approval, to ensure the Group remains at the forefront of best practices in corporate governance.
- 5.2 This policy is dated 23 October 2023.