

GENDER DIVERSITY POLICY

1. INTRODUCTION

Cnergengz Berhad (“the Company” or “Cnergengz”) recognises that gender diversity together with equitable representation at the board of directors of the Company (“**Board**”) level is an essential criteria for good governance and a critical attribute of a well-functioning board with the aim to maintain a competitive advantage. A diversified Board enhances decision-making capability and is more effective in dealing with organisational changes.

The Company takes cognisance of the best practices recommended under the Malaysian Code on Corporate Governance to have at least 30% female Directors.

2. OBJECTIVE AND PRINCIPLES

This Gender Diversity Policy (“this Policy”) provides a framework for the Company to promote and improve its gender diversity at the Board and Senior Management levels.

The Company acknowledges the importance of promoting gender diversity at the Board and Senior Management levels and will actively work towards having more female Directors on the Board and Senior Management. To avoid any mismatch and ineffective appointment of female Directors and Senior Management, the Company does not set any specific target for female Directors and Senior Management in this Policy.

In assessing the Board and Senior Management’s composition and Board effectiveness, the Board shall accord due consideration to gender diversity, the required mix of skills, experience, independence and other qualities including core competencies, commitment, integrity and/or other commitments to the Board.

3. MEASURES

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

- a. The Nomination Committee (“NC”) and the Board shall nominate or appoint a gender-diverse Board with a broad spectrum of perspectives including but not limited to the educational background, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- b. The NC is responsible in ensuring that gender diversity objective is adopted in the Board recruitment and succession planning processes.
- c. The Company shall adopt a more accommodating boardroom culture and environment that is free from discrimination to attract and retain female participation at the Board level.

- d. The Company will undertake the following strategies to promote its gender diversity at Board and Senior Management levels:
 - recruiting from a diverse pool of candidates for female Directors and Senior Management;
 - reviewing succession plans to ensure an appropriate focus on gender diversity whilst promoting equality in career opportunities to be accorded to qualified personnel;
 - identifying specific factors to take into account in the recruitment and selection processes to encourage gender diversity; and
 - any other strategies the Board may develop from time to time.

4. REVIEW AND DISCLOSURE

- a. This Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the Malaysian Code on Corporate Governance and through the Corporate Governance Report as announced to Bursa Malaysia, its policy of gender diversity and the proportion of women participation at Board level on annual basis.
- b. The Board will review this Policy from time to time to ensure that this Policy remains relevant and viable to meet its objective. The Board, through the NC, will monitor the implementation of this Policy as well as ensure its effectiveness while maintaining the pursuit of its diversity objectives.
- c. The NC shall recommend any necessary amendment to this Policy to the Board for deliberation and approval as and when the need arises.

Board's Approve Date	Effective Date	Revision Date	Version
24 November 2023	24 November 2023	N/A	V1