

**EXPRESS POWERR SOLUTIONS (M) BHD**

Registration No. 202301027296 (1521219-K)

(Incorporated in Malaysia)

**DIVERSITY POLICY**

**1. INTRODUCTION**

Express Powerr Solutions (M) Bhd and its subsidiary(ies) (collectively “**the Group**”) is committed to workplace diversity. The Group recognises the benefits arising from the Board of Directors (“**the Board**”) and employee diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available diverse talent.

Diversity includes, but not limited to, gender, age, ethnicity and cultural background.

This Diversity Policy (“**the Policy**”) does not form part of an employee’s contract of employment with the Company or its related entities, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations. This Diversity Policy forms a direction of the Group which an employee is expected to comply.

**2. OBJECTIVES**

The Diversity Policy provides a framework for the Group to achieve:-

- i) Improved opportunities of employment and career development for women, especially for the Board and Senior management;
- ii) A diverse mix of skills, expertise, experience, gender, age and independence workforce, leading to continuous improvement in achievement of corporate goals;
- iii) A merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Nomination Committee will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.
- iv) A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- v) Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

**3. RESPONSIBILITIES**

**3.1 The Nomination Committee and Board’s commitment**

The Nomination Committee and Board are committed to workplace diversity, particularly focusing on supporting the representation of women on the Board and senior management of the Group.

The Nomination Committee and Board are responsible for developing and setting measurable objectives and strategies to meet the objectives of the Diversity Policy and monitoring the progress and achievement of the measurable objectives.

The Nomination Committee and Board will conduct Board appointment processes in a manner that promotes gender diversity.

### **3.2 Strategies**

The Group's diversity strategies include:-

- i) Recruiting from a diverse pool of candidates for all positions, including Board and Senior Management positions;
- ii) Reviewing succession plans to ensure an appropriate focus on diversity;
- iii) To take gender diversity into account of in recruitment and selection processes to encourage good diversity;
- iv) Developing programs to develop a broader pool of skilled and experienced Senior Management and Board candidates, including, workplace development programs and targeted training and development; and
- v) Any other strategies the Board develops from time to time.

## **4. REVIEW**

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.

The Policy is to be regularly reviewed by the Board and key senior management of the Company as and when required to ensure that it continues to remain relevant and appropriate.

This Policy was adopted by the Board on 24 September 2024.