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	<b>CORPORATE GOVERNANCE</b>	<b>DIVERSITY POLICY</b>	<b>GT-GDP-001</b>	
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# DIVERSITY POLICY

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Date: 09-08-2023	Date: 09-08-2023

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## DIVERSITY POLICY

### 1. Overview


This Diversity Policy provides guidelines to Glostrex Berhad (“Glostrex” or the “Company”) in providing a diverse workplace as Glostrex recognises the benefits arising from Board, senior management and employee diversity. Diversity includes, but not limited to gender, age, ethnicity, origin, cultural background, skills and experience. Having a range of diversity dimensions brings different perspectives to the boardroom and to various levels of management within the Group with the objective of maximising the performance, efficiencies and effectiveness of the Group.

This policy does not form part of an employee’s contract of employment with the Company or its subsidiaries, nor does it give rise to contractual obligations.

### 2. Objectives

This policy is designed to provide a framework for the Company to achieve:

- i) a diverse and skilled workforce, leading to continuous improvement in achievement of Company’s goals;
- ii) continuous improvement in employment and career development opportunities irrespective of gender, age, ethnicity, origin and cultural background;
- iii) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity to ensure that they are not judged by their gender, age, ethnicity, origin, and cultural background;

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- iv) a workplace that value and utilise the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity; and
- v) a workplace culture characterised by inclusive best practices and behaviors for the benefit of all stakeholders.


### 3. Responsibilities

#### Boardroom Diversity

- i) The Nomination Committee (“NC”) will review and assess the appropriate mix of diversity in the Board composition on behalf of the Board and recommends the appointment of new Directors. In reviewing the Board’s composition, the NC will consider the benefits of all diversity aspects, in order to maintain an appropriate range and balance of skills, experience, independence and background on the Board. In identifying suitable candidates for appointment to the Board and senior management, the NC will consider candidates on merit against objective criteria and with due regard for diversity in skills, experience, gender, age, ethnicity, origin and cultural background to the benefits of diversity on the Board and senior management.
- ii) The Board acknowledges the importance to promote gender diversity and aims to maintain at least 30% women directors and the NC shall also review the participation of women in senior management to ensure there is healthy talent pipeline.

#### Workplace Diversity

- i) The Board, assisted by the management, is responsible for developing strategies in achieving workplace diversity, as well as monitoring the progress of achieving the objectives. The strategies include:-

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- a) recruiting from a diverse pool of candidates for all positions, including Board members and senior management;
- b) continuously identify specific factors to be taken into account in the recruitment and selection process to encourage diversity;
- c) periodically review the succession plan to ensure gender diversity is in place and to have an appropriate focus on other diversity aspects.

#### 4. Monitoring and Review

The Nomination Committee shall monitor the scope and applicability of the Diversity Policy, from time to time and recommend to the Board for approval any changes thereto, to ensure that the Diversity Policy is in line with the requirements of the Company and any new regulations that may have an impact on the diversity of the Company.

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

#### 5. Reporting

In accordance with the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Overview Statement in the Annual Report and the Corporate Governance Report based on the Malaysian Code on Corporate Governance, the Board will make the relevant disclosure on its diversity policy and the proportion of women participation at Board level.

END