

PROTASCO BERHAD

Gender Diversity Policy

1. INTRODUCTION

Protasco Berhad (“Protasco” or “the Company”) is committed to and recognizes the benefit of gender diversity as recommended by Malaysian Code on Corporate Governance (“MCCG”).

The Board’s approach to diversity is set out below and will be overseen by the Nomination and Remuneration Committee (“NRC”) which will take steps to ensure that diversity and in particular women candidates are sought as part of its recruitment exercise.

2. OBJECTIVES

This Diversity Policy provides a framework for the Group to achieve:

- a. a diverse Board, Senior Management and other skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- b. a workplace culture characterised by inclusive practices and behaviours for the benefit of all stakeholders;
- c. 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
- d. awareness in all staff of their rights and responsibilities with regards to fairness, equality and respect for all aspects of diversity,

Protasco seeks to maintain a Board and Senior Management comprised of talented and dedicated individuals with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board and the Senior Management should reflect the diverse nature of the business environment in which Protasco operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status.

3. RESPONSIBILITIES

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in the composition of the Board and the Senior Management of the Company.

The Board, assisted by the Senior Management, is responsible for developing strategies to meet the objectives of the Diversity Policy, and monitoring the progress of achieving the objectives through the measures, monitoring, evaluation and reporting mechanisms.

The Board shall ensure that women candidates are recruited as Board Members to meet the objectives of boardroom diversity as recommended under MCCG. The Board has set a policy that at least one member of the Board will be of the female gender.

4. MEASURES

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

- a. The NRC is responsible in ensuring that gender diversity objectives in particular gender diversity are adopted in the Board recruitment and succession planning processes.
- b. The Company shall adopt a more accommodating working culture and environment that are free from harassments and discriminations, in order to attract and retain women participation on the Board of the Company.
- c. To avoid mismatch and ineffective appointment of the female Directors, the Company's policy is at least one member of the Board shall be of the female gender and will actively work towards having more female Directors on the Board.

When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, Protasco will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

5. MONITORING AND EVALUATION

The Board, through NRC, will monitor the scope, implementation and applicability of this policy, from time to time.