

KECK SENG (MALAYSIA) BERHAD GROUP

Subject: Group Policy - Diversity Policy	Policy No: 05-01
Applies to: All Employees and Directors	Page: 1 of 2
Date: 25 November 2022	Approved by: Board of Directors

Objective:

To set the framework to promote workforce diversity on Keck Seng (Malaysia) Berhad (“**the Company**”) and its subsidiaries (“**the Group**”).

Board of Directors

The Company recognises the benefits of having a diverse Board. A diverse Board makes good use of differences in skills, industrial experience, background, race, gender and other qualities of the respective Director.

All Board appointments are made based on merit and whether the skills and experience of the suitable candidate complements the Board as a whole.

The Nominating Committee (“**NC**”) is entrusted to review and assess the composition of the Board and recommends the appointment and re-nomination of Directors. It also oversees the annual assessment of the Board.

In reviewing the Board’s composition, the NC will consider all aspects of diversity in order to maintain the required equilibrium of skills, knowledge, expertise, experience, professionalism, integrity, competencies and independence, including gender diversity.

The Board remains committed to promote gender diversity on the Board and provide a working environment that is free from harassment and discrimination. The Company endeavours to achieve at least 30% women Directors on Board if there are appropriate candidates available when Board vacancies arise.

Workforce

The Group understands that building a diverse and inclusive workforce will result in improved services for our customers and return for our shareholders. It is committed to:

1. Creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the Group.
2. Providing a working environment that is free from harassment and discrimination on the basis of gender identity and expression.
3. Creating a working environment in which suitability for employment is based on merit. A merit based appointment process is essential to enable capable and diverse employees are attracted, retained and deployed in roles that maximise their potential and contribution.
4. Promoting equal opportunity and access for all groups of people.

Subject: Group Policy - Diversity Policy	Policy No: 05-01
Applies to: All Employees and Directors	Page: 2 of 2
Date: 25 November 2022	Approved by: Board of Directors

5. Grooming high potential employees to take on senior leadership roles.
6. Accepting each person as an individual and embracing the contributions of its employees.
7. Respecting its employees and connecting them to the success of the Group.

Monitoring and Reporting

The diversity targets and measures should be assessed annually and the progress should be monitored to determine if they are effective. Where targets are not achieved, plans for improvement should be deliberated and reported to the Board.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board and Senior Management Diversity.

Review of the Policy

The NC will review this Policy from time to time to ensure that it continues to remain relevant and appropriate.

This Policy was last reviewed and adopted by the Board on 25 November 2022 and is made available on the Company's website at <https://my.keckseng.com>.