
EVD BERHAD

BOARD DIVERSITY POLICY



EVD Berhad

Unit 30-01, Level 30, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No.8, Jalan Kerinchi, 59200
Kuala Lumpur, W.P. Kuala Lumpur, Malaysia

EVD Berhad

(Registration No. 201901045325 (1354655-D))

Board Diversity Policy

Table of Contents

No.	Subject	Page No.
1	Purpose	2
2	Overview	2
3	Policy	2-3
4	Duties and Responsibilities	3-4
5	Review of the Policy	4

EVD Berhad

(Registration No. 201901045325 (1354655-D))

Board Diversity Policy

1. Purpose

The Board Diversity Policy (“the Policy”) sets out the approach to diversity and inclusion for the employees and the Board of Directors (“Board”) of EVD Berhad (“Company” or “EVD”) and its subsidiaries (“Group”).

2. Overview

EVD recognizes and embraces that the benefits of having a diverse Board and equality of opportunity for all, aiming to protect the dignity of employees and promote respect and fair treatment in employment will enhance the quality of performance and provide a key competitive advantage to the Group.

3. Policy

EVD recognises that to achieve a sustainable and balanced development, the Board should consist of qualified individuals with diverse age, ethnicity, gender, industry experiences, backgrounds, knowledge, skills, competencies and perspectives. EVD believes that a wide array of perspectives that results from diversity promotes innovation and business success. A truly diverse Board will include and make good use of differences in the skills, experience and backgrounds, including regional and geographic background; industry experience, gender and other distinctions between Directors. A diverse and inclusive Board which is representative of the industry will deliver value in meeting the Group’s objective and strategic goals as well as be better equipped to deal with emerging issues affecting the Group’s business.

All Board appointments are made on merit, in the context of skills, experience, independence and knowledge which the Board as a whole requires to be effective. The Nomination Committee (“the Committee”) guided by the Fit and Proper Policy, as approved by the Board, will review and assess the Board’s composition on behalf of the Board and will consider the benefits of all aspects of diversity and inclusion which shall not be limited to, those described above, to enable it to discharge its duties and responsibilities effectively.

As recommended under the Malaysian Code on Corporate Governance 2021 (“MCCG”), the Board shall ensure that there are gender equality principles applied for the recruitment of Board members to meet the objectives of boardroom diversity, where possible. Selection of directors shall be in line with the standards set out in the ACE Market Listing Requirements wherein a director must meet the criteria of character, experience, integrity, competence and time to effectively discharge his or her respective roles as directors.

In identifying suitable candidates for appointment to the Board, the Nomination Committee will consider the potential candidates for the Board based on this Policy and merit while applying the Fit and Proper Policy and processes enumerated in the Nomination Committee’s Terms of Reference.

EVD Berhad

(Registration No. 201901045325 (1354655-D))

Board Diversity Policy

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Nomination Committee will consider the balance of skills, experience, independence and knowledge on the Board and the diversity representation of the Board, including gender, how the Board works together as a unit, and other factors relevant to its effectiveness.

There shall be no unlawful discrimination in selection of the Board, succession planning, recruitment or employment practices on any grounds including but not limited to; sex, gender, nationality, ethnicity, race, colour, native or indigenous origin, disability, age, marital or civil partner status, pregnancy and maternity, sexual orientation, gender identity, expression or reassignment, HIV or AIDS status, parental status, employment status, military and veterans status, flexibility of working arrangements, religion or belief. The Group shall make reasonable workplace adjustments, including for disabilities and religious practices.

4. Duties and Responsibilities

The Nomination Committee must apply the Fit and Proper Policy and consider the following responsibilities:

- (a) To deliberate on the benefits of boardroom diversity, and appoint candidates based on merit and without prejudice, when reviewing the Board's composition;
- (b) To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
- (c) To implement this Policy and monitor progress towards the achievement of these objectives; and
- (d) Upon identifying the appropriate candidate to be appointed as Director or Board committee member, the Nomination Committee will make its recommendations to the Board for approval.

Criteria for Selection

All employees shall be considered fairly and given equal opportunities in employment and training as well as succession planning regardless of age, gender, ethnicity, cultural background, or other personal factors, along with the appropriate experience and qualifications. The following are considerations in selection:-

- (a) Both male and female applicants for a position with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (b) Remuneration levels of employees are set regardless of age, gender, ethnicity, cultural background, or other personal factors without bias.

EVD Berhad

(Registration No. 201901045325 (1354655-D))

Board Diversity Policy

(c) All decisions associated with career advancement, including talent management, promotions, transfers, succession planning and other assignments, will have to meet the Group's needs, and are determined based on skills, merit, contribution, and potential regardless of age, gender, ethnicity, cultural background, or other personal factors.

5. Review of the Policy

The Board, based on the Nomination Committee's recommendation shall review and assess the effectiveness of the Policy on an annual basis to ensure that the objectives of the relevant guidelines and laws are met and remain effective for the Group. Any changes to this Policy shall be deliberated and ultimately approved by the Board.

The diversity of the Board is addressed in the Board Diversity Policy (www.evd-berhad.com). The Executive pipeline below the Board and the Board's diversity, including progress being made on reaching the Board's gender target, is reported annually.

This Policy will be published on the Company's website for public information.

Approved and adopted by the Board of Directors on 18.08.2022.