



德成控股有限公司

TEK SENG HOLDINGS BERHAD 200201011909
(579572-M)

GENDER DIVERSITY POLICY

Introduction

The Malaysian Code on Corporate Governance (MCCG) state that the Board should establish a policy that formalizing its approach to gender diversity. Tek Seng Holdings Berhad (the Company) is pleased to set out the approach to gender diversity includes, but is not limited to skills, knowledge, professional experience, age, ethnicity, cultural, educational background and gender.

Objectives

The Policy provides a framework for the Company to achieve:

- a diversified and skilled workforce at the Board level and leads the Board to be more effective in dealing with corporate goals and organizational changes.
- a workplace that values and utilizes the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity

Measures

1. The Board would take into consideration the following measures:
 - The Company does not set any age limit for Directors given that such Directors are normally reputable and experienced and could continue to contribute to the Board in steering the Company forward
 - The Board is committed to ensure workplace diversity, with a particular focus on supporting the representation of women in the composition of Board of the Company
 - The Nominating Committee is responsible for ensuring that gender diversity objectives are adopted in Board recruitment and succession planning processes

2. The Company will undertake the following strategies to promote its gender diversity at Board level:

- Recruiting from a diverse pool of candidates for all position,
- Reviewing succession plans to ensure an appropriate focus on gender diversity;
- Identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity; and
- At least one female director on Board

Evaluation

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

The Management is responsible for implementing, monitoring and reporting on the progress of achieving the Objectives.

Reporting

According to the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Company will disclose in the Annual Report the proportion of women participation at Board and Senior Management level.

Date : 05 April 2023