

# M N C WIRELESS BERHAD

(Company No. 635884-T)

(Incorporated in Malaysia)

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## GENDER DIVERSITY POLICY

### 1. INTRODUCTION

Practice 4.5 of the Malaysian Code on Corporate Governance states that the Board should disclose in the Company's annual report the Company's policies on gender diversity, its target and measures to meet those targets. M N C Wireless Berhad ("**the Company**") recognises that gender diversity and equitable representation at Board level are essential element of good governance, and it is a critical attribute of a well-functioning board and maintaining a competitive advantage. Hence, the Board, through its Nomination Committee ("**NC**"), taking the necessary steps to ensure that women candidates are sought as part of its recruitment exercise.

The Gender Diversity Policy ("**the Policy**") sets out the Company's approach to gender diversity on Board.

### 2. OBJECTIVE AND PRINCIPLES

The Company acknowledges the importance of gender diversity at Board level as it is one of the essential elements contributing to the sustainable development of the Company. To avoid any mismatch and ineffective appointment of Directors, the Company does not set any specific target on the gender composition of its Board.

The Policy is aligned with the Company's objectives and principles. It provides a framework for the Company to achieve a diverse and skilled workforce at the Board level and lead the Board to be more effective in dealing with corporate goals and organisational changes. The Policy focuses on identifying and balancing the different skills and industry experience, background, gender and age of Directors in achieving gender diversity on Board.

### 3. MEASURES

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

- a. The NC shall nominate the potential candidate to the Board based on a broad spectrum of perspectives, including but not limited to education background, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- b. The NC is responsible in ensuring that gender diversity objective is adopted in the Board recruitment and succession planning processes.
- c. The Company shall adopt a more accommodating boardroom culture and environment that is free from discriminations to attract and retain women participation at the Board level.

- d. The Company will undertake the following strategies to promote its gender diversity at Board level:
- recruiting from a diverse pool of candidates;
  - 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
  - any other strategies the Board may develop from time to time.

#### **4. REVIEW AND DISCLOSURE**

- a. The Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the Malaysian Code on Corporate Governance.
- b. The Board will review and assess the effectiveness of the Policy from time to time to ensure that the Policy remains relevant and viable to meet the objective and needs of the Company.

The Policy is adopted by the Board on 26 April 2019.