



DIVERSITY POLICY

The Board of Directors of Karyon Industries Berhad (the “Company”) and its subsidiaries (collectively known as “KIB Group” or the “Group”) (the “Board”) recognises the merits of Board diversity in adding value to collective skills, perspectives and strengths to the Board discussion and decision-making processes.

The Diversity Policy sets out pertinent principles and guidelines to ensure the mix and balance of our Board and Senior Management members.

The Board considers candidates from a wide variety of backgrounds, qualifications, credentials, experience and expertise required to achieve leadership and management, without discrimination based on gender, age, training, religion and ethnic group. The appointment will be based on the merit and suitability of the candidate for the position to be filled.

The Nominating Committee (“NC”) of the Company is responsible for reviewing and assessing the composition and performance of the Board as well as identifying and recommending new candidates to the Board. The NC also oversees the conduct of annual review of Board effectiveness.

1. Objectives

This Diversity Policy is designed to provide a framework for the Group to achieve a diverse and skilled Board and Senior Management, leading to continuous improvement in delivery and achievement for Company’s goals, as well as to strengthen women’s representation in the composition of the Board and Senior Management.

Having recognise the significant of gender diversity, the Board constantly emphasises the significance of diversity in terms of skills, experience, age, ethnicity, nationality and cultural background, in attaining effective strategic objectives to enhancing sustainable growth and in promoting better corporate governance within the Group.

2. Scope

The Group considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and cultural background.

3. Diversity Guidelines

As part of the Group’s diversity strategies, the NC will: -

- a) Adhere to the recruitment and sourcing process that seeks to include diverse pool of candidates, i.e., including women participations.
- b) Assess and review the appropriate mix of gender diversity, skills, experience, and expertise required on the Board and Senior Management and source for suitable candidate(s) (if require).
- c) Periodically review and report to the Board on requirements in relation to diversity on the Board and Senior Management (if any).
- d) Identifying specific factors to take into accounts the recruitment and selection processes to encourage gender diversity.
- e) Ensuring the Board and Senior Management comprise at least one (1) woman member respectively and shall endeavor to increase women representation on the Board to 30% upon identifying suitable candidates.



- f) Diversifying the gender composition of Board and Senior Management whenever vacancies arise or suitable candidates are identified.

4. Review of Diversity Policy

The NC will review this Diversity Policy as and when the need arises, to ensure the effectiveness of this Diversity Policy. Any requirements for amendment shall be deliberated by NC while any recommendation for revisions shall be presented to the Board for approval.

This Policy was last reviewed and approved by the Board on 25 May 2023.