



Gender Diversity Policy

Introduction

Practice 5.10 of the Malaysian Code on Corporate Governance (2021 edition) (“**MCCG**”) recommends that the Board of Directors (“**Board**”) should establish a policy formalising its approach to gender diversity. One Glove Group Berhad (“**One Glove**” or “**the Company**”) is committed to actively managing diversity as a means of enhancing the Group's performance by recognising and utilising the contribution of diverse skills and talent from its Directors, officers and employees.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, the Company will address the recommendations and commentary provided in the MCCG. The Board is pleased to set out below its approach to achieve diversity on the Board or for Senior Management.

Objectives

The Board recognises that diversity is an essential element contributing to the sustainable development of the Company and its subsidiaries (“**Group**”) but will also provide equal opportunities for all employees to ensure there is no discrimination solely on the basis of ethnicity, age, gender, nationality, religious affiliation, education background or marital status. There is no specific target on the composition in terms of gender, age or ethnic Board or Senior Management members, however, the Board maintains the pursuit of its target of at least 30% women participation on the Board.

This Policy is aligned with the Company's objectives, values and principles. One Glove's strategic intent for Board and Senior Management diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering One Glove' strategy. The measurable diversity objectives set by the Board are to:

- ✓ foster an inclusive culture - involving both women and men in fostering an inclusive culture that upholds the central principle of meritocracy.
- ✓ improve talent management - embedding diversity initiatives into the broader talent management processes in order to support the development of all talent, including an increase of the representation of women in management roles.

- ✓ develop a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.
- ✓ create awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

Responsibilities

The Board maintains oversight and responsibility for the Group's diversity policy and objectives, and has delegated responsibility to the Nomination and Remuneration Committee for:

- (i) the selection of Directors; and
- (ii) the review of their remuneration packages.

The Management will proactively monitor the Company's performance in meeting the standards and policies outlined in this Policy. This will include a review of any diversity objectives set by the Board and the progress in achieving them are as follows:

- identifying and balancing the different skills and industry experience, background, gender and age of Directors and Senior Management personnel;
- retaining Directors and Senior Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective while also considering gender diversity; and

The Board's Nomination and Remuneration Committee reviews and assesses the composition of the Board and makes recommendations on the appointment of new Directors personnel. The Nomination and Remuneration Committee is tasked with the following responsibilities:

- take into consideration the benefits that flow from diversity but also to appoint candidates based on merit and without prejudice, when reviewing the composition of the Board; and

- consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

Monitoring and Reporting

The Board, through the Nomination and Remuneration 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 set by the Board.

Review of the Policy

The Nomination and Remuneration Committee shall review regularly and assess the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the Nomination and Remuneration Committee and any recommendation for revisions shall be proposed to the Board for approval.

Revision to the Policy

This Policy shall be reviewed by the Board from time to time as necessary to ensure the Policy remains relevant and viable to meet the needs of the Company. Any revision to the Policy shall be recommended to the Board for consideration and approval.

Version Number	Board's approval Date	Effective Date
1.0	24 January 2022	24 January 2022