



DIVERSITY, EQUITY AND INCLUSION POLICY

SUMISAUJANA GROUP BERHAD
COMPANY NO: 202101023259 (1423559-T)

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1.0 INTRODUCTION

- 1.1 SumiSaujana Group Berhad (the “Company”) and its subsidiaries (“SumiSaujana” or the “Group”) place great emphasis on the principle of diversity, equity, and inclusion, recognising their broad benefits. Diversity, equity, and inclusion at all levels, including the Board of Directors (the “Board”), Key Senior Management, and all employees, is considered essential for achieving the Group’s strategic objectives and promoting good corporate governance.
- 1.2 A diverse, equitable, and inclusive Board and Key Senior Management team includes a balanced mix of skills, knowledge, experience, independence, competencies, and diversity, including but not limited to age, cultural background, and gender. The Group believes that fostering a diverse, equitable, and inclusive environment at all levels of the organisation is key to promoting innovation, enhancing employee satisfaction, and improving business outcomes.
- 1.3 As outlined in the Terms of Reference of the Nomination and Remuneration Committee (“NRC”), this Policy is under the purview of the NRC.

2.0 SCOPE

- 2.1 This Policy is applicable to the Board, Key Senior Management and all employees of the Group.
- 2.2 To foster sustainable and balanced development, the Group is committed to enhancing diversity, equity, and inclusion at all levels, recognising its critical role in achieving the Group’s strategic objectives and long-term growth.
- 2.3 The scope of diversity includes, but is not limited to, the following factors:
 - Skills and knowledge;
 - Gender;
 - Age;
 - Cultural and educational background;
 - Ethnicity; and
 - Professional experience.
- 2.4 The Group, with guidance from the NRC, ensures that all appointments of Directors and Key Senior Management, and other employees are made based on merit, fairness, equity, and the contributions that the candidates will bring to the Group. Selections will be made according to objective criteria, considering both the skills and diverse perspectives that each candidate offers.

3.0 OBJECTIVES

- 3.1 The Group is committed to adopt this Policy, which considers not only candidates' skills, experience, expertise, and independence (for Board appointments) but also other factors such as gender, ethnicity, cultural background, age, and ensuring equity and inclusion at all levels. This approach ensures that the Board, Key Senior Management, and all employees function as diverse and effective teams, contributing to the success of the Group.
- 3.2 In terms of gender diversity, the Group is committed to maintain at least 30% female representation on the Board, in line with the recommendations of the Malaysian Code of Corporate Governance. This reflects the Group's recognition of the significant value that female participation brings to the business.
- 3.3 The NRC is responsible for ensuring that diversity, equity, and inclusion principles are integrated into the appointment processes for the Board, as well as into Board performance evaluations and succession planning for both the Board and Key Senior Management.

4.0 REVIEW

The NRC will review and/or update this Policy at least once every three (3) years and/or when there are change(s) to the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad ("AMLR"), Malaysian Code on Corporate Governance ("MCCG") and/or any other applicable laws and regulations enforced at the time being to ensure that it continues to remain relevant, appropriate and consistent with the Group's practices, AMLR, MCCG or any other applicable regulatory requirements. Any revisions to this Policy as recommended by the NRC will be submitted to the Board of the Company for consideration and approval.

This Policy was reviewed, approved and adopted by the Board on 12 February 2025.