

**SUIWAH CORPORATION BHD.** (253837 H)  
(Incorporated in Malaysia)

## **Board Diversity Policy**

### **1. Introduction**

The Board Diversity Policy ("the Policy") sets out the approach to diversity on the Board of Directors ("the Board") of Suiwah Corporation Berhad ("the Company").

The Company strongly recognizes and embraces the benefits arising from board diversity, including accessing different perspectives and ideas and benefiting from all available talent in order to enhance the quality of its performance.

### **2. Policy Statement**

The Company sees the increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

The Company's strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people towards the delivering of the Company's strategy.

### **3. Objectives**

The Policy is centered on the following initiatives:-

- identifying and creating the right balance of skills and industry experience, age, background and gender of Directors;
- improved employment and career development opportunities for women;
- retaining Directors based on the context of skills, time commitment and experience in order for the Board to be effective; and
- the Nomination and Remuneration Committee will review and assess the Board composition and mix of skills and experience and make recommendations on the appointment of new Directors.

### **4. Monitoring and Evaluation**

In identifying candidates for appointment of directors, the candidate will be sourced by its Nomination and Remuneration Committee based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.

The Board, through its Nomination and Remuneration Committee will monitor the scope and applicability of this Policy from time to time.

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*SUIWAH CORPORATION BHD.*  
*REVISED BOARD DIVERSITY POLICY: 30 JULY 2018*

**5. Disclosures**

- 5.1. This Policy will be published in the Company's website for public information and a web link thereto shall be provided in the Annual Report.
- 5.2 A summary of this Policy together with the objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report of the Annual Report of the Company.