



KUMPULAN PERANGSANG SELANGOR BERHAD

(Company Registration No:197501002218)

**SENIOR MANAGEMENT GENDER
DIVERSITY POLICY
VERSION 1/2021**

APPROVED BY BOARD

25 November 2021

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1.0 INTRODUCTION

Practice 5.10 of the latest Malaysian Code on Corporate Governance (“MCCG”) by the Securities Commission Malaysia (“SC”) refers. It stipulates that the Board discloses in its annual report the company’s policy on gender diversity for the Board and Senior Management. It was further explained under Guidance 5.10 of the MCCG that the Board should establish a gender diversity policy to support the participation of women on the Board as well as Senior Management of the organisation.

To this effect, Kumpulan Perangsang Selangor (“KPS”) acknowledges the importance of gender diversity in its Senior Management composition in ensuring the objectivity and diversity of thought and perspective in decision making, derived to the best interest of the Company.

KPS believes in recognising and retaining high performance, talented and dedicated Senior Management with the required skills, knowledge, experience, expertise, competencies, professionalism, integrity and ability to discharge their responsibility and capability to contribute to the Company.

1.1 Scope

The Senior Management Gender Diversity Policy (“the Policy”) shall apply to the Senior Management of KPS Group as follows:

- a) Managing Director / Group Chief Executive Officer (“MD/GCEO”) and Deputy Chief Executive Officer (“DCEO”) of KPS; and
- b) Head of Subsidiaries.

1.2 Responsibility

The Human Resource Development Department (“HRD”) of KPS is responsible for developing and maintaining the Policy including any reviews, changes, amendments, additions, or deletions of any provision.

1.3 Approving Authority

The Board of Directors of KPS (“Board of Directors”) is the approving authority of this Policy.

1.4 **Date of Implementation**

This Policy is effective immediately upon approval by the Board of Directors.

1.5 **Review Frequency**

This Policy will be reviewed by HRD every three (3) years at the latest, at a minimum, to ensure its effective implementation and compliance.

1.6 **Reference**

This Policy should be read in conjunction with all other relevant internal policies and procedures and other external guidelines including but not limited to the followings:

- a) Malaysian Code on Corporate Governance;
- b) Code of Conduct;
- c) Employees Handbook;
- d) Appointment of Head of Subsidiary;
- e) Financial Authority Limit & Delegation of Authority; and
- f) Senior Management Remuneration Policy.

1.7 **Definition**

The key terms and acronyms appeared in this document shall be defined as *Appendix I*.

2.0 **OBJECTIVES**

- 2.1 A diverse Senior Management enhances balance and prudent business decision making processes through varied exposures, experience, knowledge, strengths, perspectives, views, ideas and opinions. By having gender diversity in the workforce, a wider pool of talents would be available to select suitable candidates and create a better competitive environment and culture.
- 2.2 The assessment of potential talents or candidates would be made based on skills, knowledge, expertise, experience, professionalism, and integrity regardless of gender, maximizing the organisation's performance, efficiency, and effectiveness. Salary range and benefits of employees are standardized irrespective of gender.

- 2.3 The appointment or extension of employment for Senior Management shall be approved based on the following matrix:

i. KPS

Position	Proposed / Recommended by	Approved by
MD / GCEO	Nomination and Remuneration Committee ("NRC")	Board of Directors
DCEO	Director, Human Resource Development	MD / GCEO

ii. SUBSIDIARY COMPANY

Position	Proposed / Recommended by	Approved by
Head of Subsidiary	Human Resource Development ("HRD") of KPS and NRC	Board of Subsidiary

3.0 GUIDING PRINCIPLES

- 3.1 The Company acknowledges the importance of promoting gender diversity in the Senior Management composition. Nonetheless, the selection criteria for potential talents or candidates are made based on a compelling blend of skills, competencies, knowledge, experience and contribution to the Company and workplace should remain the priority.
- 3.2 The Company does not set any specific target for any gender in the Senior Management composition. To uphold its gender diversity commitment, the Company has promoted woman in its Senior Management composition since 2016.
- 3.3 The Company shall provide a suitable working environment that is free from harassment and discrimination to attract and retain women employees in its Senior Management and the Company.
- 3.4 The gender diversity of the Senior Management will be reviewed periodically or as and when the need arises.

4.0 PROCEDURES

- 4.1 All persons, regardless of gender with the appropriate experience and qualifications are considered equal in the process of selection of suitable candidates for the recruitment of Senior Management.
- 4.2 Salary range and benefits of employees are standardised regardless of gender.
- 4.3 All decisions associated with the Senior Management's career advancement, including promotions, transfer, and other assignments in meeting the requirements of the Company and the Group are determined based on skills, performance, and contribution regardless of gender.

5.0 MONITORING AND REPORTING

- 5.1 Disclosure of the Policy shall be made in the Corporate Governance Report ("CG Report") announced to Bursa Malaysia as well as in the Corporate Governance Overview Statement ("CG Overview Statement") in the Company's Annual Report. These disclosures are in accordance with Paragraph 15.25 of Bursa Malaysia Main Market Listing Requirements.
- 5.2 The relevancy of the Policy will be reviewed and monitored by the NRC and HRD on a timely manner or as and when required.

6.0 COMPLIANCE

- 6.1 This Policy is applicable to KPS Group.
- 6.2 This Policy shall be complied with at all times. Any violation of the Policy shall be deemed as a major breach of discipline and is subjected to disciplinary actions.

7.0 EXCEPTIONS

Any exception from this Policy shall require the approval of the Board of Directors unless they are deemed as operational in nature.

Appendix 1: Definition

Terms	Definition
Board of Directors	means Board of Directors of KPS
KPS/ the Company	means Kumpulan Perangsang Selangor Berhad
"KPS Group" or "the Group"	means KPS and its subsidiary companies collectively, as defined in Section 4 of the Companies Act 2016
Senior Management	consist of MD / GCEO & Deputy CEO of KPS and Head of Subsidiaries
HRD	Human Resource Development Department
EXCO	Executive Committee of Subsidiary
Compliance	means conformity with requirements under law or contract terms affecting the Group's operations locally and abroad.
LOA	Limits of Authority
FAL	Financial Authority Limits