



(Company No. 217120- W)

(Incorporated in Malaysia under the Companies Act, 2016)

POLICY ON DIVERSITY

1.0 INTRODUCTION

In line with the Malaysian Code on Corporate Governance (“MCCG”) and the intended outcome 4.0 the Board of Directors of Evergreen Fibreboard Berhad (“the Board”) is committed and recognizes the need of diversity in the board and senior management to enable board decisions be made objectively which is of diverse perspectives and insights for the best interest of the Company / Group.

2. 0 OBJECTIVE

Our Policy on Board Diversity is in line with MCCG Practice 4.4 as to ensure appointments of board and senior management are based on objective criteria, merit and with due regards for diversity, mix of skills, experience, age, cultural background and gender.

3.0 BOARD’S COMMITMENT & RESPONSIBILITIES

3.1 The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in view of achieving the MCCG recommended composition in the Board as well as Senior Management in the Company / Group.

3.2 The Board to ensure to develop strategies in order to meet the objectives of this Diversity Policy including monitoring the progress of achieving its objectives.

3.3 The Nominating Committee of the Board is task to ensure all Board / Senior Management appointment is process in a manner that is in line with our diversity policy.

4.0 POLICY ON DIVERSITY

The Group’s Policy on Diversity: -

- a) For gender diversity, the Board shall strive to achieve female composition of 30% on the overall Board and Senior Management’s composition;
- b) To ensure independence of Independent Directors on Board, any Independent Director remaining on Board beyond the 12th year shall be re-designated as a non-independent director;
- c) To have an active and dynamic board, the minimum and maximum age for a Director to be appointed shall be considered; and
- d) To ensure a mix of skills in Board Members, the sourcing and recruitment of directors shall be source from a diverse pool of candidates and not just recommendation by other directors or shareholders.

5.0 ANNUAL EVALUATION

Nominating Committee shall carry out annual evaluation on Individual Directors and Senior Management based on set criteria including the following:-

- a) To review on the gaps in diversity including gender diversity, mix of skills and Independence which may be required to be fill; and
- b) To review the gaps on required skills for the board / committee member.

6.0 ANNUAL REPORT

In line with Paragraph 15.08A(3)(a) of the Main Market Listing Requirements of Bursa Securities, the Company shall ensure to provide in its annual report, the company's Diversity Policy.

7.0 PROCEDURES IN FOSTERING DIVERSITY

7.1 In fostering diversity, the Board shall set its policies and procedures to meet the recommendations made by MCCG and assess the progress of its achievement by:-

- a) ensuring that the definition of diversity is communicated and recognize which is to include dimensions in skills, experience, age, ethnicity, and gender;
- b) ensuring to articulate the benefits of diversity, the importance of being able to attract from a wide pool of talent and the ability to be able to retain board members and senior management personnel
- c) ensuring to express the company's commitment on diversity at the leadership level and employee level;
- d) ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured and sourced so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates; and
- e) ensuring to identify and implement succession plan programs that will assist the company in the development of a more diverse pool of skilled and experienced employees that, overtime, will prepare them for senior management and board positions.

7.2 Through the Nomination Committee shall source and recommend appointments to the Board based on the objectivity of this diversity policy at all times.

7.3 Committed in strengthening the pipeline of senior female executives within the group and take necessary steps to ensure that there are no barriers to women succeeding at the highest levels within the Company / Group.

7.4 Ensure Directors appointed possess a diverse range of skills and knowledge that are able to respond to discussions and able to contribute ideas to the shifting market landscape such as changes in business model, changes in consumer demands and new and emerging risks.

7.5 Ensure that appointment of Board Members, Senior Management & Key Officers be based on objective criteria, merit and with due regards for diversity in skills and gender in line with MCCG Practice 4.4.

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