



# GENDER AND DIVERSITY POLICY

## 1. Introduction

Kucingko Berhad and its Group of Companies (“the Group”) are committed to cultivating a workplace environment where diversity and inclusion are genuinely valued and actively encouraged. The Group recognises that a diverse and inclusive workforce—especially at the Board level—enhances decision-making processes, strengthens governance practices, and contributes to sustainable business performance. This Gender and Diversity Policy outlines our commitment to fostering equality and inclusiveness across all facets of the organisation.

## KUCINGKO

### Corporate Address

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## 2. Purpose

The purpose of this Policy is to formalise the Group’s dedication to gender equality and broader diversity, setting a framework that ensures fair representation and inclusion within Kucingko Berhad and its subsidiaries.

## 3. Scope

This Policy applies to the Board of Directors, senior management, and all employees across the Group.

## 4. Gender and Diversity Policy

The Group is committed to maintaining a balanced composition of skills, knowledge, professional experiences, and perspectives at all levels, particularly within the Board. Succession planning is informed by a forward-looking approach that anticipates future needs, identifies potential capability gaps, and selects the most qualified individuals—without bias or discrimination.

Appointments to the Board and its Committees are guided by the principles of meritocracy and non-discrimination, irrespective of race, ethnicity, gender, age, disability, religion, or belief. The Group advocates equal opportunity and fair participation, fostering an inclusive environment for individuals of the right calibre.

The Board is also committed to continuous learning and development. It proactively identifies and encourages participation in relevant training programmes to equip its members for effective leadership in an evolving business landscape.

Compliance with this Policy is evaluated as part of the Board’s annual effectiveness review process.



## 5. Employment Policy

The Group upholds a holistic and inclusive approach to diversity in recruitment, career development, and promotion practices. As a corporate entity headquartered in a multi-ethnic country and operating within a multicultural regional context, the Group embraces principles of equality and non-discrimination.

All individuals are afforded equal opportunities in employment and career advancement, regardless of race, ethnicity, gender, age, disability, religion, or belief. The Group encourages cross-functional and cross-geographical collaboration, nurturing a workplace culture that mirrors its corporate values of inclusivity and fairness.

The same principles of diversity and inclusion endorsed at the corporate level are embedded throughout the organisation, reinforcing a consistent and respectful culture across all levels.

This Policy was adopted by the Board on 22 November 2023.

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