

GENDER AND DIVERSITY POLICY

1. INTRODUCTION

Kucingko Berhad (“**Company**”) and its subsidiary (“**Group**”) are committed to fostering an environment where diversity is valued and encouraged. The Group recognises that a diverse and inclusive workforce, including at the Board level, contributes to enhanced decision-making, improved governance, and sustainable business performance. This Gender and Diversity Policy outlines the Group’s commitment to promoting gender diversity and inclusiveness across all levels of the organisation.

2. PURPOSE

This Gender and Diversity Policy (“**Policy**”) sets out the Group’s approach to promoting diversity within the Company and the Group.

3. SCOPE

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

4. GENDER AND DIVERSITY POLICY

The Board of Directors (“**Board**”) of the Company is committed to maintaining an appropriate balance of skills, knowledge, professional backgrounds and experiences in its succession planning. Anticipating future requirements, identifying potential gaps, and appointing the most qualified individuals are critical to ensuring strong compliance, governance, and the overall success of the Group.

This Policy reflects the Board’s commitment to ensuring transparent and diverse appointments to the Board (and Board Committees) based on principles of non-discrimination, regardless of race, ethnicity, gender, age, disability, religion or belief. The Board also promotes fair participation and equal opportunity, fostering an inclusive environment for individuals of the right calibre.

The Board endeavours to identify relevant training and development programmes to equip its members to better navigate the dynamic and ever-changing business landscape.

The Board reviews its compliance with this Policy as part of the annual Board effectiveness review.

5. EMPLOYMENT POLICY

The Group adopts an inclusive approach to diversity in the employment and promotion of individuals.

As a corporate body headquartered in a multi-ethnic country and operating across the region, the Group values equality and non-discrimination. Equal opportunities and fair consideration in employment, career development and promotion are provided to all individuals, regardless of race, ethnicity, gender, age, disability, religion or belief.

Employees are encouraged and provided opportunities to work across functions, across geographies, and to interact with co-workers within the Group. The Group seeks to instil the same inclusive, diverse and non-discriminatory culture among its employees as it upholds at the corporate level.

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

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