



# BOARD DIVERSITY POLICY

## 1. Purpose

This Board Diversity Policy (“**Policy**”) is here to address the diversity policies of Kucingko Berhad (formerly known as Kucingo Sdn Bhd) (“**Company**”) and its subsidiaries (“**Group**”).

## KUCINGKO

### Corporate Address

H-G-03 Glomac Square  
Jalan SS6/16A, Kelana Jaya  
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Malaysia  
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## 2. Board Diversity Policy

The Company’s Board of Directors (“**Board**”) believe in maintaining a balanced team that brings together a diverse mix of skills, backgrounds, and experiences. Anticipating future needs and recognising potential gaps, the appointment of the most qualified individuals is crucial to uphold a high standard of compliance and governance. Achieving the right mix on the Board is vital for the Group's success.

This policy reflects the Board's commitment to ensuring transparency and diversity in Board appointments (and Board Committees) without discrimination based on race, ethnicity, gender, age, disability, religion, or belief. We also advocate for fair participation and equal opportunities, fostering an inclusive spirit for individuals of all backgrounds who possess the right qualifications.

We actively seek out training and development programs for our members to equip them to navigate the dynamic and ever-evolving business landscape.

We assess its adherence to this Policy through an annual review of Board effectiveness.

## 3. Employment Policy

The Group is fully committed to an inclusive approach to diversity in its employment and the advancement of individuals.

As a corporate entity headquartered in a multicultural country and engaging in business activities across the region, the Group places a high value on equality and the absence of discrimination. We ensure that everyone, regardless of their race, ethnicity, gender, age, disability, religion, or belief, has equal opportunities and is fairly considered in matters of employment, career development, and promotion.

We provide our employees with opportunities to work across various functions and geographies, encouraging interaction with colleagues from within the Group. We promote a culture of inclusivity, diversity, and non-discrimination among our employees, aligning with our core values.

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