



# **JAG BERHAD**

(Incorporated in Malaysia)

[Registration No. 199701023733 (439230-A)]

## **BOARDROOM DIVERSITY POLICY**

**JAG Berhad [Registration No. 199701023733 (439230-A)]**  
**Boardroom Diversity Policy**

**History of Boardroom Diversity Policy**

<b>Version No.</b>	<b>Date</b>	<b>Description</b>
1.0	21 November 2024	Adoption of policy

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**Boardroom Diversity Policy**

**1. Purpose**

The Boardroom Diversity Policy (“**Policy**”) sets out the approach to diversity on the Board of Directors (“**Board**”) of JAG Berhad (“**Company**” or “**JAG**”).

This Boardroom Diversity Policy has been drafted in the context of JAG’s strategic approach to diversity and it is firmly aligned with the achievement of its business objectives.

**2. Scope of application**

The Policy applies solely to the Board and does not extend to cover diversity in JAG’s recruitment practices of non-Board personnel.

**3. Policy statement**

Building a diverse and inclusive culture is integral to JAG’s success. An inclusive culture helps us respond to Malaysia’s diverse customer base.

The Board affirms its commitment to boardroom diversity. A truly diversified Board can enhance the Board’s effectiveness, creativity and capacity to thrive in good times and weather tough times. The Board works to ensure that there is no discrimination on the basis of, but not limited to, ethnicity, race, age, gender, nationality, political affiliation, religious affiliation, sexual orientation, marital status, education, physical ability or geographic region.

The Policy is aligned with the Company’s objectives, values and principles. JAG’s strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivering of JAG’s strategies. The Policy revolves around the following initiatives:

- Identifying and balancing the different skills and industry experiences, backgrounds and gender of Directors;
- Retaining Directors based on merit, in the context of skills, time commitment and experiences, in order for the Board to be effective;
- Providing a safe and healthy environment for the views of Board members to be heard, their concerns attended to and where, bias, discrimination and harassment on any matter are not tolerated; and
- The Nomination and Remuneration Committee (“**NRC**”) is to review and assess the Board’s composition and make recommendations on the appointment of new Directors. The Committee is tasked with the following responsibilities:
  - to take into consideration the benefits that flow from diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board’s composition;

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- to consider the balance of skills, experiences, independence, knowledge and the diversity of representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors;
- to work towards achieving the target of having 30% women directors in the Board when circumstances are allowed;
- to implement the Policy and to monitor progress towards the achievement of these objectives.

**4. Measurable Objectives**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, ethnicity, age, length of service) will be disclosed in the corporate governance report annually.

**5. Monitoring and Reporting**

Disclosure will be made in the corporate governance overview statement of JAG's Annual Report and corporate governance report.

**6. Administrative Matters**

The NRC will review regularly and assess the effectiveness of the Policy. Any amendment(s) to this Policy shall be reviewed by the NRC and any recommendation(s) shall be approved by the Board.

The Policy will be held in custody of the Company Secretary of JAG.

**7. Review**

The Boardroom Diversity Policy is to be regularly reviewed by the Board as and when required.