



AWANBIRU TECHNOLOGY BERHAD

[Reg. No. 201001038336 (922260-K)]
(Incorporated in Malaysia)

DIVERSITY POLICY

Adopted as at 9 October 2024



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1. PURPOSE

This Policy on Diversity sets out the approach in achieving and maintaining diversity and inclusivity within the Board of Directors ("**Board**") of AwanBiru Technology Berhad ("**Awantec**" or "**Company**").

2. DEFINITION OF DIVERSITY

Diversity in a board can be broadly categorised into the following: -

- (a) Skills, expertise and experience
- (b) Gender
- (c) Age
- (d) Independence
- (e) Cultural background

3. PRINCIPLES

3.1 The Company recognises the importance of diversity as it:

- a. helps in providing a range of perspectives, insights and challenge needed to support good decision making.
- b. guards against group thinking, foster robust discussions, which in turn leads to better decision-making.

3.2 The Company seeks to maintain a Board comprising of talented and dedicated directors with a diverse mix of skills, expertise, experience, gender, age, cultural background and independence. Thus, when assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Board, through the Nomination and Remuneration Committee ("**NRC**") will not only consider core competencies namely the expertise, experience and leadership competencies of the prospective candidate but also the manner in which that candidate can enhance and complement the collective diversity of the existing Board. This will also be weighed against the Company's business model and specific needs from time to time.

3.3 On gender diversity, the Board:

will ensure that women and men have equal opportunities in the selection of new members of the Board. If professional bodies are engaged to assist with the search process, explicit instructions will be given to such professional bodies that both women and men are to be proposed. The Company aims to maintain significant and appropriate female representation on the Board and will take opportunities to increase the number of female Board Members over time recognising that the Board's needs will change over time taking into account the skills, experience and

other diversity requirements of the Board. The Company will work towards having at least 30% women directors with the right mix of skills as outlined in the Malaysian Code on Corporate Governance (“**MCCG**”) to promote a good corporate culture that embraces gender diversity in the boardroom.

4. REVIEW OF THE POLICY

This Policy will be informed and made available to all employees of the Company and its subsidiaries (“**Group**”).

This Policy shall be reviewed periodically by the Board in accordance with the needs of the Company, from time to time or when changes to regulatory requirements necessitate a revision, but at least once every three (3) years; any recommendation for its revision will be highlighted to the Board for approval.

Adopted by the Board on: 29 July 2021

Updated and adopted by the Board on: 9 October 2024