

1. INTRODUCTION

The Board of Directors (“Board”) of Lay Hong Berhad (“LHB” or “Company”) and its subsidiaries (“LHB Group” or “Group”) recognises the importance of gender diversity in designing its composition on the Board and its Senior Management of the Company. The Board will address the recommendations to promote gender diversity in workplace and to support women participation, to have at least 30% female Directors on the Board and Senior Management of the Group as to be in line with the Malaysian Code on Corporate Governance (“MCCG”).

2. PURPOSE

The purpose of this gender diversity policy (“Policy”) is to provide a framework for the Group to achieve improved employment and career development opportunities with due consideration to gender diversity, required mix of skills, experience, independence and other qualities.

3. SCOPE

This Policy applies to all Directors and Senior Management of LHB Group.

4. MEASURES

To pursue the objectives of gender diversity in the Board composition and Senior Management, the Company will take into consideration the following measures:

- The Nominating Committee (“NC”) and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspective including but not limited to education background, age, skills, knowledge, expertise, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- The NC is responsible in ensuring that gender diversity objectives are adopted in the Board recruitment and succession planning processes.
- The Company shall adopt a more accommodating boardroom culture and environment that is free from harassment and discrimination to attract and retain women participation at the Board level.

5. STRATEGIES

The Group’s gender diversity strategies include:

- recruiting from a diverse pool of candidates for all positions;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors for the recruitment and selection processes to encourage diversity;
- developing programmes to develop a broader pool of skilled and experienced senior management, including workplace development programs, mentoring programs and targeted training and development; and
- any other strategies the Board develops from time to time

6. REVIEW AND DISCLOSURE

The Company will make appropriate disclosures on gender diversity policy in its annual report based on the practice stated in MCCG 2021.

This policy is reviewed and approved by the board on 28 February 2025.