

Gender Diversity Policy

1. Purpose

This Gender Diversity Policy aims to promote gender diversity within the organization, ensuring equal opportunities for all.

2. Scope

This policy applies to all employees of UEM Edgenta Berhad.

3. Policy Statement

UEM Edgenta Berhad is committed to fostering an inclusive and diverse workplace where all employees are provided equal opportunities. We recognize that gender diversity enhances our decision-making processes, drives innovation, and improves overall organizational performance.

4. Objectives

- Achieve a minimum of 30% representation of qualified women on the Board of Directors.
- Achieve a minimum of 30% representation of qualified women in senior leadership positions.
- Promote a culture of inclusion and equality across all levels of the organization.

5. Strategies

To achieve these objectives, UEM Edgenta Berhad will implement the following strategies:

- Ensure diversity remains a key consideration in the recruitment and selection process for Board and senior leadership positions.
- Utilize diverse recruitment channels to attract candidates.
- Foster an inclusive workplace culture that values and respects diversity.
- Implement practices that support work-life balance and wellbeing.

6. Responsibilities

- The Board of Directors is responsible for overseeing the implementation of this policy and ensuring compliance.
- Senior leadership is responsible for promoting diversity within their respective areas and supporting initiatives that advance gender equality.
- Human Resources is responsible for implementing and monitoring gender diversity strategies and reporting on progress.

7. Review

This policy will be reviewed annually to ensure its effectiveness and relevance. Any necessary amendments will be made to reflect changes in legislation, best practices or organizational goals.

8. Communication

This policy will be communicated to all employees, contractors, and stakeholders through the company's internal communication channels and will be made available on the company's website.

A handwritten signature in black ink, appearing to read "Syahrulizam Samsudin", positioned above a horizontal dotted line.

Syahrulizam Samsudin

Managing Director / Chief Executive Officer
UEM Edgenta Berhad