

JOHAN HOLDINGS BERHAD

Registration No. 192001000038 (314-K)

DIVERSITY AND INCLUSION POLICY

1. Introduction

Johan Holdings Berhad (“Company”) and its subsidiaries (“Group”) is committed to workplace diversity. The Group’s purpose in establishing this Policy is to document the principles and commitment in relation to diversity and inclusivity upon which the Group forms and implements its recruitment and retention strategies for Board, management, workforce roles and business partners..

2. Scope

This Policy applies to all recruitment and retention activity of the Group.

- Talent - Establish diversity upon which the Group forms its inclusive workplace environment and culture, implements its recruitment and retention strategies for Board, management and workforce roles.
- Community - Build and deliver diverse and inclusive corporate community programmes.
- Business Partners - Encourage and develop partnerships that facilitate diverse and equal opportunities.

3. Principles

The Group recognises the benefits arising from all employees and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent. Diversity includes, but is not limited to, gender, age, ethnicity, cultural background, religion, race, language, disability, freedom of association and nationality.

All recruitments and partnerships are made on merit, in the context of the skills and experience of the Board as a whole requires to be effective, with due regard for the benefits of diversity. Selection of all workforce including Board and senior management is based on objective criteria and merit, with due regard to diversity in skills, experience, age, cultural background and gender, religion, race and ethnicity.

4. Board’s commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in the composition of Board of the Company. The Board, assisted by Management, is responsible for developing strategies and review measures set to achieve gender diversity in the boardroom from time to time.

The Board, through the Nominating Committee, will conduct all Board appointment process in a manner that promote gender diversity

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5. Strategies

The Group's diversity strategies include recruiting from a diverse pool of candidates for female positions, reviewing succession plans to ensure an appropriate focus on gender diversity, developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, monitoring programs and targeted training and development; and any other strategies the Board may develop from time to time.

6. Measures

To pursue the objectives of gender diversity, the Board would take into consideration the following measures:

- The Nominating Committee is responsible in ensuring that gender diversity objectives are adopted in Board and senior management recruitment and succession planning processes.
- The Nominating Committee will shortlist the potential women candidate based on various criteria, including skills, knowledge, expertise and experience; professionalism; integrity; and in the case of the candidates for the position of Independent Non-Executive Directors, the Nominating Committee will also evaluate the candidates' ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors.
- The Company shall provide a suitable working environment that is free from harassments and discriminations in order to attract and retain women and diversity participation in the Group.
- The Company does not set any specific target for female directors and senior management in this Policy as the Board is of the view that, while it is important to promote gender diversity, the normal selection criteria based on an effective blend of competencies, skills, extensive experience and knowledge to strengthen the Board and the senior management composition should remain a priority. Nonetheless, the Board, through the Nominating Committee, will actively work towards having more female directors and senior management to be appointed.
- The company shall provide diversity awareness training to enhance employee knowledge to fulfil their responsibility to treat others with dignity and respect.
- Employees found to have exhibited any inappropriate behaviour against this policy may be subject to disciplinary actions.
- Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy and initiatives should seek assistance from HR representative.

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7. Monitoring

The Board, through the Nominating Committee, will monitor the scope and application of this Policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving gender diversity and inclusion.

8. Review of Policy

This Policy shall be reviewed periodically by the Nominating Committee, as and when necessary.

Date: 20 June 2022