



KUMPULAN PERANGSANG SELANGOR BERHAD

(23737-K)

**BOARD DIVERSITY POLICY
VERSION 1/2015**

APPROVED BY BOARD

28 APRIL 2015

This policy is applicable to Perangsang Selangor Board.

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Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of Directors ("Board") of Kumpulan Perangsang Selangor Berhad ("Perangsang Selangor").

Scope of Application

The Policy applies to the Perangsang Selangor Board. It does not apply to diversity in relation to employees of the Perangsang Selangor Group, which is covered by Workforce Diversity Policy.

Policy Statement

1. Perangsang Selangor recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective.
2. The Nomination Committee ("NC") reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new Directors. The NC also oversees the conduct of the annual review of Board effectiveness:
 - In reviewing the Board composition, the NC will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.

- In identifying suitable candidates for appointment to the Board, the NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
- As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the NC will consider the balance of skills, experience, independence and knowledge of Perangsang Selangor on the Board and the diversity representation of the Board, including gender, how the Board works together as a unit, and other factors relevant to its effectiveness.

Measurable Objectives

The NC will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

The Board would takes into consideration the following measures:

Gender diversity

- The Company appreciates the benefits of having gender diversity in the boardroom which could offer different viewpoints, ideas and market insights which enables better problem solving to gain competitive advantage in serving an increasingly diverse customer base than the boardroom that dominated by one gender.
- The Company does not set any specific target for female directors in the Board but will actively work towards having female directors on the Board.
- The Company shall provide a suitable working environment that is free from harassment and discrimination in order to attract and retain women participation on the Board.

Age diversity

- The Board acknowledges the benefits of having a diversity in the boardroom in terms of age demographics, which would create professional environments that are rich with experience and maturity as well as youthful exuberance. The Board with a wide range of age has the advantage of creating a dynamic, multi-generational workforce with a diverse range of skill sets that are beneficial to the Company.
- The Company does not set any specific target for the boardroom age diversity but will actively work towards having appropriate age diversity in the Board.
- The Company does not fix age limit for its Directors given that such Directors are normally reputed and experienced in the corporate world and could continue to contribute to the Board in steering the Company.

Ethnic diversity

- The Board recognises that as today's world becomes increasingly global in its outlook and as the marketplace becomes increasingly global in nature, ethnic diversity in the boardroom would be encouraged as it provides advantages that can help a company prosper inclusive but not limited to sharing of knowledge in different markets where the Group is operating to enhance the Group's global presence as well as sharing of viewpoints by Directors from different ethnic background as when a variety of viewpoints are thrown into the problem-solving mix, new and innovative solutions can be reached.
- The Company does not set any specific target for ethnic diversity in the boardroom but will actively work towards having appropriate ethnic diversity in the Board.

Monitoring and Reporting

The NC is responsible in ensuring that boardroom diversity objectives are adopted in board recruitment, board performance evaluation and succession planning processes.

A summary of the above will be provided in the Statement of Corporate Governance of the Perangsang Selangor.

Review of the Policy

The Policy shall be reviewed periodically to ensure its relevance and to be in line with material changes in the business, risk profiles and strategies of Perangsang Selangor.

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