



**MANFORCE GROUP BERHAD**  
(Registration No.: 201701014455 (1228620-V))  
(Incorporated in Malaysia)

**GENDER DIVERSITY POLICY**

---

**INTRODUCTION**

**Manforce Group Berhad** (“the Company”) is committed to promoting and maintaining diversity within the Board of Directors (“the board”) and across the workplace. The Board affirms that diversity in attributes such as skills, professional experience, age, gender, cultural background, and ethnicity is essential to fostering innovation, sound decision-making, and sustainable business performance.

The Board recognises that a broad spectrum of perspectives, derived from diverse backgrounds and experiences, strengthens leadership effectiveness and organisational resilience. Accordingly, the Company strives to ensure that diversity considerations are embedded in Board and management appointments, talent development initiatives, and succession planning processes, in alignment with the Company’s long-term strategic objectives and values.

**PRINCIPLES OF THE GENDER DIVERSITY POLICY**

Diversity spans across skills, experience, age, gender, cultural background, and ethnicity. The Board is of the view that a well-diversified workplace strengthens the Company’s capacity to achieve sustainable growth and success:

- a) a diverse and highly skilled workforce that drives continuous improvement and supports the effective achievement of the Company’s corporate objectives;
- b) a workplace culture founded on inclusive best practices and behaviours, fostering mutual respect and benefiting all stakeholders;
- c) enhanced employment and career development opportunities that are accessible to all, regardless of gender, age, ethnicity, or cultural background;
- d) a gender-balanced team that contributes broader industry knowledge, facilitates access to wider resources, and strengthens multiple channels of information; and
- e) heightened awareness among all employees of their rights and responsibilities in upholding fairness, equity, and respect across all aspects of diversity.

## **RESPONSIBILITY**

### **1. Boardroom Diversity**

The Nominating Committee (“NC”), on behalf of the Board, reviews and assess the composition of the Board and makes recommendations on the appointment of new Directors. In carrying out this responsibility, the NC takes into account the advantages of diversity to ensure an appropriate balance of skills, experience, and backgrounds is maintained. When identifying potential candidates for appointment, the NC evaluates individuals based on merit against objective criteria, while giving due consideration to the value of diversity in enhancing Board effectiveness.

### **2. Workplace Diversity**

The Board, with the support of the management team, will be responsible for overseeing workplace diversity. To achieve this, the Board will adopt the following strategies: -

- a) Recruiting from a diverse pool of candidates for all positions, including Board members and senior management;
- b) Reviewing succession planning processes to ensure appropriate emphasis on diversity; and
- c) Incorporating specific diversity-related factors into recruitment and selection practices to encourage inclusivity.

## **REVIEW AND DISCLOSURE**

- a) This Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the Malaysian Code on Corporate Governance.
- b) The Board will review this Policy from time to time to ensure that this Policy remain relevant and viable to meet its objective.

---

*Approved and adopted on 22 September 2025.*