



KUMPULAN PERANGSANG SELANGOR BERHAD

(Registration No. 197501002218 / 23737-K)

BOARD DIVERSITY POLICY (VERSION 3/2025)

APPROVED BY THE BOARD
28 August 2025

This policy is applicable to Kumpulan Perangsang Selangor Berhad Board

TABLE OF CONTENTS

Clause	Contents	Page
1.	Introduction	1
1.1	Scope	1
1.2	Responsibility	1
1.3	Approving Authority	1
1.4	Date of Implementation	1
1.5	Review of Frequency	1
1.6	Reference	1-2
1.7	Definition	2
2.	Objectives	2
3.	Statement of Policy	2
4.	Guiding Principles	2-4
5.	Compliance with Disclosure Requirement	4
6.	Exception	4
7.	Appendix	
	• Appendix 1 - Definition	5

1.0 INTRODUCTION

The Board of Directors (the "Board") recognises that diversity is a vital element in maintaining its competitive advantage in skills and expertise (competencies), experience, gender, age, ethnicity, and independence to ensure balanced and effective decision-making. Consequently, the Board supports initiatives that promote greater diversity across the organisation and in the boardroom, including gender diversity, which continues to be a subject of global discussion.

1.1 Scope

The Board Diversity Policy ("BD Policy" or "Policy") is applicable to the Board of Directors ("Board" or "Directors") of Kumpulan Perangsang Selangor Berhad ("KPS Berhad" or the "Company").

1.2 Responsibility

- i) The Secretarial Department ("SD") is the owner of this Policy. SD is responsible for developing and maintaining the Policy, including conducting reviews, implementing changes, amendments, additions, or deletions to any of its provisions.
- ii) The Nomination and Remuneration Committee ("NRC") will be responsible for reviewing and subsequently recommending to the Board, for approval, any proposed changes, amendments, additions, or deletions of any provision in the Policy.
- iii) Upon the NRC's recommendation, the Board shall deliberate, review, and concur with the NRC's recommendation on any proposed changes, amendments, additions, or deletions of any provision of the Policy.

1.3 Approving Authority

The Board of the Company is the approving authority of the Policy.

1.4 Date of Implementation

This Policy is effective immediately upon approval by the Company's Board.

1.5 Frequency of Review

The Policy shall be reviewed once every three (3) years or as and when changes occur to Bursa Securities' MMLR, MCCG, or any other regulatory requirements to ensure it remains relevant and aligned with the current prevailing laws and regulatory requirements.

1.6 Reference

This Policy is to be read together with all relevant policies within the Company, procedural documents, and other external guidelines, including but not limited to the following:

- i) Companies Act 2016 ("CA2016");
- ii) Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities");

- iii) Malaysian Code on Corporate Governance ("MCCG");
- iv) Bursa Malaysia Corporate Governance Guide 4th Edition ("Bursa CG Guide");
- v) KPS Berhad's Constitution;
- vi) KPS Berhad's Board Charter; and
- vii) KPS Berhad's Financial Authority Limits (FAL).

1.7 Definition

The key terms and acronyms appearing in the Policy shall be defined as per **Appendix 1** of this Policy.

2.0 OBJECTIVES

- i) The Policy sets out the approach to diversity in the Board composition of the Company.
- ii) The Policy guides the NRC/Board in reviewing the Board's composition or in identifying suitable candidates for new appointment of a Director based on merit and objective criteria, with due consideration of the benefits of all aspects of diversity, including, but not limited to, the following, to enable the Board to discharge its duties and responsibilities effectively:
 - a) Skill, Competencies and Experience;
 - b) Gender;
 - c) Age;
 - d) Ethnicity; and
 - e) Independence.

3.0 STATEMENT OF POLICY

- i) The Company recognises and values the advantages of having a diverse Board and considers increasing diversity at the Board level as crucial to maintaining a competitive edge.
- ii) A truly diverse Board will include and effectively utilise differences in skills, expertise, experience, gender, age, ethnicity, independence, and other distinctions among the Directors. These differences will be considered when determining the optimal composition of the Board, and where possible, should be balanced appropriately.

4.0 GUIDING PRINCIPLES

Given the above, the following elements of diversity will be considered by the NRC/Board in determining the optimum composition of the Company's Board:

- a) Skills, experience and expertise
 - The current Board Skills Matrix will serve as a guide in identifying potential candidates to achieve the desired board composition, considering the Company's main and current operating business segment, risk profile, and strategies.

- A broad range of skills, experience, and expertise provides the strength needed to guide the Company towards its strategic objectives and gives the Company confidence in the firm control of an accountable and competent Board.

b) Gender diversity

- The Company recognises the advantages of having gender diversity on the Board, which can provide different perspectives, ideas, and insights, leading to better collective problem-solving capabilities and a competitive edge in serving a more diverse customer base.
- The Company complies with the Bursa MMLR, which requires one female director on the Board.
- The Company shall ensure a suitable working environment free from harassment and discrimination to attract and retain female Directors on the Board.

c) Age diversity

- The Board recognises the benefits of age diversity in the boardroom, which fosters professional environments filled with experience, maturity, and youthful energy. With a broad age range, the Board can establish a dynamic, multi-generational workforce possessing diverse skills that benefit the Company.
- The Company does not specify a specific target for age diversity in the boardroom, but will actively strive to ensure suitable age diversity on the Board.
- The Company does not impose an age limit for its Directors, as they are typically reputable and experienced individuals who can continue contributing meaningfully to the Board in guiding the Company.

d) Ethnic diversity

- Ethnic diversity in the boardroom is crucial for improved decision-making, enhanced reputation and better alignment with a diverse customer base. A board with diverse ethnic backgrounds brings varied perspectives and insights that can lead to more innovative and effective strategies. This diversity also reflects the Company's commitment to inclusivity and social responsibility, which in turn can strengthen confidence and enhance its corporate reputation.
- The Company does not set any specific target for ethnic diversity in the boardroom but will actively work towards having an appropriate composition on the Board.

e) Independence diversity

- The Board is committed to ensuring that the Board composition is in compliance with Paragraph 15.02 of the MMLR of Bursa Securities, which stipulates that 1/3 of the Board members are Independent Non-Executive Directors ("INEDs") and Practice 5.2 of the MCCG, which states that at least half of the Board members are INEDs.
- To uphold the above, the Board has an Independent Director Tenure Policy which limits the tenure of INEDs to nine (9) years without further extension in line with Step Up Practice 5.4 of the MCCG.

5.0 COMPLIANCE WITH DISCLOSURE REQUIREMENTS

In accordance with Paragraph 15.08A(3)(a) of the MMLR of Bursa Securities and Practice 5.10 of the MCCG, the Company is required to disclose in its Annual Report a policy on gender diversity which forms part of the Diversity Policy of the Company.

6.0 EXCEPTION

Any exception from this Policy shall require the Board's approval unless it is deemed operational in nature.

APPENDIX 1

DEFINITION

Terms	Definition
Board	means the Board of Directors of KPS Berhad
NRC	means Nomination and Remuneration Committee of KPS Berhad
Bursa Securities	means the Bursa Malaysia Securities Berhad
CCM	means the Companies Commission of Malaysia
CA 2016	means the Companies Act 2016
BD Policy or Policy	means the Board Diversity Policy
Director	has the meaning given in Section 2(1) of the Capital Markets and Services Act 2007 and includes any person who is or was within the preceding six (6) months of the date on which the terms of the transaction were agreed upon: a) Director of the listed issuer, its subsidiary or holding company; or b) a Chief Executive of the listed issuer, its subsidiary or holding company. and pursuant to Section 210 of the CA2016 states that in addition to the definition of "director" in Section 2 of the CA2016, "director" includes chief executive officer, chief financial officer, chief operating officer or any other person primarily responsible for the management of the company
KPS Berhad or Company	means Kumpulan Perangsang Selangor Berhad
KPS Berhad Group or Group	means KPS Berhad and its subsidiary companies collectively, as defined in Section 4 of the CA2016
MMLR	means the Main Market Listing Requirements of Bursa Securities
MCCG	means the Malaysian Code on Corporate Governance 2021
SD	means Secretarial Department of KPS Berhad

