



SKYWORLD DEVELOPMENT BERHAD

BOARD DIVERSITY POLICY

Contents

1.	INTRODUCTION	1
2.	OBJECTIVE	1
3.	SCOPE AND POLICY.....	1
4.	MEASUREMENT.....	1
5.	MONITORING AND REPORTING	2
6.	REVIEW OF THE POLICY	2

1. INTRODUCTION

SkyWorld Development Berhad (“the Company”) strictly adheres to the practice of non-discrimination of any form, whether based on race, age, religion and gender throughout the organisation, which includes the selection of Company's board of directors (“Board”) members. The Board encourages a dynamic and diverse composition of members by nurturing suitable and potential candidates equipped with competency, skills, experience, good character, time commitment, integrity and other qualities in meeting the future needs of the Company.

2. OBJECTIVE

This Policy sets out the Company's approach to achieve diversity on the Board of the Company.

3. SCOPE AND POLICY

The Board recognises and embraces the importance and benefits of having a diverse Board to better support the Company's strategic objectives for sustainability development.

The Board considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background.

4. MEASUREMENT

The Nomination and Remuneration Committee (“NRC”) is responsible for defining and setting the relevant measurable objectives for promoting and achieving diversity on the Board, and to make its recommendations for consideration and approval by the Board.

The NRC will continue to focus on diversity when recommending new candidates for Board memberships, as well as evaluating the performance of the Board and its individual members. In connection with its effort to create and maintain a diverse Board, the NRC will seek to maintain a Board comprising of the following:

(a) Board Composition

The Board shall include a balanced composition of Executive, Non-executive and Independent Non-executive Directors to promote a strong element of independences in the Board. The Independent Non-executive Directors shall be of sufficient calibre and standing, for their views to carry weight.

(b) Gender

The Board endeavor to meet the 30% women directors on the Board which in line with the Malaysian Code on Corporate Governance 2021 on gender diversity.

5. MONITORING AND REPORTING

The NRC will monitor the implementation of this Policy and report to the Board on the process it has used in relation to Board nominations and appointments, and the progress made in achieving the measurable objectives for promoting diversity as described in this Policy.

The NRC will also report annually, in the Corporate Governance Report, on the composition OF THE Board under diversified perspectives.

6. REVIEW OF THE POLICY

The NRC shall review and assess this policy as and when required to ensure that the objectives of this Policy are met and remain effective for the Company. Any revisions to the Policy as recommended by the NRC will be submitted to the Board for consideration and approval.

This Policy was adopted by the Board on 18 July 2024. A copy of this Board Diversity Policy is available on the Company's website.