



SNS NETWORK TECHNOLOGY BERHAD
[201601002835 (1173761-W)]
(Incorporated in Malaysia)

DIVERSITY POLICY

UPDATED AS AT 5 JULY 2022

DIVERSITY POLICY

1.0 PURPOSE

- 1.1 The Diversity Policy ("**Diversity Policy**") sets out to promote diversity for the Board and key senior management of SNS Network Technology Berhad ("**SNS**" or "**the Company**").
- 1.2 This Diversity Policy is firmly aligned to the achievement of the Company's business objectives, values and principles.

2.0 OBJECTIVES

- 2.1 The Company is committed to promote diversity in all areas, including but not limited to skills, experience, age, gender, ethnicity, nationality and cultural background among Board members, senior management to enhance the Company's performance by recognising and utilising their diverse skills and talents.

3.0 DIVERSITY POLICY STATEMENT

- 3.1 Building a diverse and inclusive culture is essential to SNS's success as it enables the Company to respond to the diverse customer base in Malaysia. Being a diversified company could enhance the effectiveness, creativity and capacity of the Company.
- 3.2 SNS's strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company's strategies as set out in this Diversity Policy.

3.3 Board of Directors

- 1) Identifying potential candidates and balancing the mix of skills, expertise and industry experience, gender, age, ethnicity and backgrounds of Directors in the recruitment and selection process;
- 2) Retaining Directors based on merit, in the context of skills, time commitments and experience, in order for the effective functioning of the Board;
- 3) The Nomination Committee has to consider the following responsibilities:

- ❖ To take into consideration the benefits from boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board's composition;
- ❖ To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
- ❖ To implement this Diversity Policy and to monitor progress towards the achievement of these objectives;
- ❖ Upon identifying the appropriate candidate to be appointed as director or board member, the Nomination Committee will make its recommendations to the Board for approval; and
- ❖ To target to maintain at least one (1) woman's representation on the Board and will actively work towards having at least 30% women on Board as well as senior management.

4.0 TRAININGS

- 4.1 All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

5.0 WORKPLACE DIVERSITY PRINCIPLES

- 5.1 The Company is committed to workplace diversity ensuring that we value and respect our differences and that our workplace is fair, accessible, flexible and inclusive and free from discrimination.

- 5.2 Promoting workplace diversity is everyone's responsibility and includes:

- ❖ practising and promoting behaviour consistent with the Company's Code of Conduct;
- ❖ respecting different ways of thinking and using our employees' different perspectives to improve business outcomes;
- ❖ treat each other with respect and dignity;
- ❖ provide a safe, secure and healthy workplace;
- ❖ make decisions genuinely based on equity and fairness;
- ❖ value the diversity of people; and
- ❖ take appropriate action to eliminate discrimination.

6.0 MEASURABLE OBJECTIVES

- 6.1 The Board shall review and assess the effectiveness of the Diversity Policy on periodic basis to ensure that the objectives of relevant regulations were met and remain effective for the Group. Any changes to this Diversity Policy shall be deliberated and approved by the Board of Directors.

7.0 MONITORING AND REPORTING

- 7.1 Disclosure of the diversity of the board composition will be made in the Company's Annual Report. The Annual Report will include a summary of this Diversity Policy.
- 7.2 The Board shall maintain oversight over the measures set to achieve gender diversity from time to time. The Board, through the Nomination Committee, will monitor the implementation of this Diversity Policy as well as to ensure its effectiveness while maintaining the pursuit of its diversity objectives.
- 7.3 The Nomination Committee shall recommend any necessary amendment to this Diversity Policy to the Board for deliberation and approval as and when the need arises.

The Diversity Policy has been approved and adopted by the Board of Directors on 5 July 2022.