



GREEN PACKET BERHAD
Registration No. 200001032335 (534942-H)

BOARD DIVERSITY POLICY

Purpose

This Policy sets out the approach of the Board on the composition of the Board of Directors of Green Packet Berhad (“GPB” or “the Company”).

Policy Statement

- The Board’s principal objective in any new appointment is to select the best candidate with a view to achieving a high-performing Board. Appointments to the Board are based on merit against objective criteria with consideration being given to the intrinsic capabilities of the individual.
- The Board aims to have an appropriate level of diversity in the Boardroom to reflect the diverse nature of the Company’s operations and to support the achievement of the Company’s long-term strategic vision and sustainable operating objectives. Diversity in terms of professional skills, educational background, technical knowledge, industry experience, personal character, independence, age, and gender, among many related factors, will be taken into consideration when seeking to appoint a new Director to the Board, so as to bring relevant perspective to the Board discussions and deliberations.
- The Board recognises and embraces the importance of a diverse Board for effective decision making, with the evolving circumstances and situational needs of the Group’s activities given its size, business diversity and geographic coverage.
- The Board will strive toward the 30% target of female directors.
- The Board will maintain and create a balance between maturity and experience to strengthen the level of flexibility and adaptability by fortify the dynamic leadership of the Company.
- The Board will work towards diversifying the composition of the Board as and when vacancies arise and suitable candidates are identified.
- The Board will maintain a composition where a majority of its Directors are Independent Directors.

- In identifying, considering, and recommending suitable persons for appointment as Directors, the Board does not solely rely on sources from existing Board members, Management, major shareholders. The Company would utilize independent search firms and other independent sources on a need be basis.
- If a candidate is selected solely based on recommendation of existing board member, justification to support the proposed selection of the candidate is required to be tabled to the Nomination Committee and Board for their consideration.

Monitoring and Reporting

The Board, through the Nomination Committee, is responsible for the implementation of this Policy and for monitoring progress towards the achievement of the Board's broad objectives by reviewing annually the required mix of skills, knowledge, experience, qualities, and gender to fulfil their duties.

The Board shall review this Policy in the light of new best practices and new legal or regulatory requirements.

General

- A copy of the terms of reference is available at www.greenpacket.com
- The terms of reference should be reviewed annually in accordance with the needs of the Company and any new regulations that may have an impact on the discharge of the Nomination Committee's responsibilities.