

GENDER DIVERSITY POLICY OF IMASPRO CORPORATION BERHAD

1. INTRODUCTION

Imaspro Corporation Berhad (“the Company”) is committed to introducing workplace diversity. The Company recognises the benefits arising from employee and board diversity in terms of gender, age, ethnicity and cultural background. Nevertheless, the Company also recognises the criticality of high-quality employees, employee retention, succession planning, etc.

2. GOVERNING POLICIES

The Gender Diversity Policy shall provide a framework for the Company to achieve:

- a. a diverse and skilled workforce, leading to continuous improvement in the achievement of corporate goals;
- b. a workplace culture characterised by inclusive best practices and behaviors for the benefit of all stakeholders;
- c. improved employment and career development opportunities irrespective of gender, age, ethnicity and cultural background;
- d. a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, skills, knowledge and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- e. awareness of human rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- f. support gentle diversity by appointing at least one (1) women director.

3. COMMITMENTS

The Company is committed to introducing workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company. The Company’s diversity actions include:

- a. recruiting from a diverse pool of candidates for all levels of positions, including boardmembers and senior management;
- b. reviewing succession plans to ensure an appropriate focus on diversity; and
- c. identifying specific factors to take account of in recruitment and selection processes to encourage diversity.

This Policy will be continually improved upon and reviewed from time to time by the Board.