

# IMASPRO CORPORATION BERHAD and its subsidiaries

## Gender Diversity Policy

**IMASPRO CORPORATION BERHAD [Registration No. 200401019024 (657527-H)]  
GENDER DIVERSITY POLICY****1. INTRODUCTION**

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

**2. GOVERNING POLICIES**

The Gender Diversity Policy (“Policy”) shall provide a framework for the Group to achieve:

- 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;
- e) awareness of human rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- f) support gentle diversity by appointing at least one (1) women director.

**3. COMMITMENTS**

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

- a) recruiting from a diverse pool of candidates for all levels of positions, including board members 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.

The Board of Directors (“Board”) will review this Policy from time to time and make any necessary amendments to ensure it remains consistent with the Board’s objectives, current law and practices.

This Policy was revised and approved by the Board on 29 August 2024.