



BOARD DIVERSITY POLICY

The purpose of this Board Diversity Policy (“Policy”) is to set out the approach to diversity on the Board of Directors (“the Board”) of Perisai Petroleum Teknologi Bhd (“Perisai” or “the Company”).

I) BOARD

1.0 Principles

- 1.1 The Company recognises and embraces the benefits of having diversity on the Board and sees increasing diversity at Board level as important to ensure that members of the Board provide the necessary range of perspectives, experience and expertise required to achieve Perisai’s strategic objectives and deliver for its stakeholders.
- 1.2 A truly diverse Board will include and make good use of differences in the skills, professional and industry experiences, knowledge, educational background, gender, age, race, ethnicity, length of service and other qualities of directors of companies. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit and the contribution that the selected candidates will bring to the Board having due regard to the benefits of diversity on the Board.
- 1.3 The Board delegates to the Nomination Committee (“NC”) the duty to review and assess the composition of the Board and Board Committees and to recommend the appointment of new Directors. The NC also oversees the conduct of the annual assessment of Board effectiveness and is responsible in ensuring that boardroom diversity objectives are adopted in board recruitment, board performance evaluation and succession planning process.
- 1.4 In reviewing the composition of the Board, the NC considers the benefits that diversity brings which include gender, age, ethnicity, educational background, skills, professional and business experiences and knowledge. An appropriate level of diversity in the Boardroom is required to support the attainment of the Company’s strategic objectives.
- 1.5 In evaluating the performance of the Board, the NC considers the balance of skills, experiences, knowledge, gender, age, ethnicity and independence of the Board and its members.

- 1.6 The Board also takes cognisance of the recommendation of the Malaysian Code of Corporate Governance which stipulates a goal for women participation on boards to reach 30% for “Large Companies”. The Board is continuously considering suitable women candidates to be appointed with the intention to further diversify the composition of the Board, when necessary.

(Note: Definition of “Large Companies” are: i) Companies on the FTSE Bursa Securities Top 100 Index; or ii) Companies with market capitalisation of RM2 billion and above).

2.0 Measurable Objectives

2.1 Gender diversity

- The Company appreciates the benefits of having gender diversity in the boardroom as a mix-gendered board would offer different viewpoints, ideas and market insights which enables better problem solving to gain competitive advantage in serving an increasingly diverse customer base than the boardroom that dominated by one gender.
- The Company will actively work towards having more female directors on the Board.
- The Company shall provide a suitable working environment in order to attract and retain women participation on the Board.

2.2 Age diversity

- The Board acknowledges the benefits of having a diversity in the boardroom in terms of age demographics, which would create professional environments that are rich with experience and maturity as well as youthful exuberance. The Board with a wide range of age has the advantage of creating a dynamic, multi-generational workforce with a diverse range of skills set that are beneficial to the Company.
- The Company will actively work towards having appropriate age diversity in the Board.

2.3 Ethnic diversity

- The Board recognises that as today's world becomes increasingly dynamic and as the marketplace becomes increasingly global in nature, ethnic diversity in the boardroom would be encouraged.
- The Company will actively work towards having appropriate ethnic diversity in the Board.

3.0 **Monitoring**

The Board will review the Board Diversity Policy on a periodical basis and set measures to ensure progress towards attainment of effective Board Diversity.

This policy is revised by the Board of Directors on 27th September 2018.