

MILUX CORPORATION BERHAD
[Registration No. 199401027937 (313619-W)]

BOARD DIVERSITY POLICY

PURPOSE

This policy is intended to provide a framework for inclusion to promote diversity on the Board of Milux Corporation Berhad ("**Milux**" or "**the Company**").

SCOPE

The Policy applies solely to the Board and does not extend to cover diversity in Milux's recruitment practices of non-Board personnel.

This Policy has been prepared to address the specific requirements of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and Malaysian Code on Corporate Governance ("**MCCG**") in promoting better corporate governance.

This Policy will continue in force unless varied or revoked by the Board of Directors of Milux.

PRINCIPLE AND OBJECTIVE

The Board of Directors of Milux ("**the Board**") believes in diversity and values the benefits that diversity can bring to its Board. The Board believes that it makes prudent business sense and promotes better corporate governance by having a truly diverse and inclusive board that can leverage on differences in thought, perspective, knowledge, skills and experience. Having such a diverse Board composition means:

- Competitive advantage;
- Robust understanding of opportunities, issues and risks;
- Enhanced decision – making and dialogue;
- Heightened capacity for oversight of the organisation; and
- Promote better corporate governance.

For purposes of Board composition, diversity includes, but not limited only to, age, skills, expertise, experience, independence and ethnicity but also gender. The Board will make good use of these differences and distinctions among the individuals in determining the optimum composition of the Board.

NOMINATION AND APPOINTMENT

The Nomination and Remuneration Committee ("**NRC**") is tasked by the Board to assist the Board in identifying and nominating suitable candidates for Board appointments. The NRC in assessing appointments will ensure that all Board appointments must collectively reflect the diverse nature of the business environment in which Milux operates and be made on merit, in the context of the age, skills, experience, independence, ethnicity and gender which the Board requires to be effective.

The Board is committed to ensure the gender diversity and to diligently act to effect change when necessary. Pursuant to Guidance 4.5 of MCCG, it encourages the Board to maintain a Board in which women representation to be stood at least 30% as a best practice on corporate governance. The Board will take the necessary measures to attract woman participation on the Board.

To achieve its diversity aspirations, the Board will:

- Seek to maintain a Board in which women representation wherever possible, is at 30%
- Ensure the Board’s composition considers the balance of skills, experience, knowledge, perspectives and characteristics in alignment with the strategic needs of Milux and the environment in which Milux operates; and
- In carrying out any director search, to adhere to the recruitment protocol that seeks to include candidates to ensure a gender-balanced slate of diverse and equally qualified potential candidates.

MONITORING AND REPORTING

The Board will periodically assess the age, skills, experience, independence, ethnicity and gender of its directors in light of the needs of the Board.

Disclosure will be made in the Corporate Governance Overview Statement of Milux’s Annual Report and Corporate Governance Report. The Annual Report of the Company will include a summary of this Policy.

REVIEW OF THIS POLICY

The NRC will review this Policy as and when necessary, to ensure its effectiveness in promoting a diverse Board. Any revision shall be recommended to the Board for consideration and approval.

History of Board Diversity Policy

Date	Description
20 May 2020	Establishment of Board Diversity Policy