

TANCO HOLDINGS BERHAD

(Company No: 3326-K)

GENDER DIVERSITY POLICY

1. Introduction

Tanco Holdings Berhad (together with its subsidiaries, together hereinafter referred as “the Tanco Group”) is committed to and recognizes the benefit of gender diversity. To the extent practicable, the Group will address the recommendations and commentary provided in the Malaysian Code on Corporate Governance (“MCCG”) which was issues in 2017.

2. Objective

The Gender Diversity Policy provides a frame for the Group to achieve improve employment and career development opportunities for woman.

3. Responsibilities

(i) The Board’s commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of woman in the composition of Board and Management of the Company.

The Board, assisted by management, is responsible for developing strategies to meet the objective of the Diversity Policy, and monitoring the progress of achieving the objective through the monitoring, evaluation and reporting mechanisms as listed in section 4 & 5.

The Board, through Nomination Committee, will conduct all Board appointment process in a manner that promotes gender diversity.

(ii) Strategies

The Group’s diversity strategies include:

- (a) Reviewing succession plans to ensure an appropriate focus on gender diversity;
- (b) Recruiting from a diverse pool of candidates;
- (c) Identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity;
- (d) Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development; and
- (e) Any other strategies the Board develops from time to time.

4. Monitoring & Evaluation

The Board, through Nominating Remuneration Committee, will monitor the scope and applicability of this policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving the Objectives.

5. Reporting

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2017 in the Annual Reports, the Company will disclose in the Annual Report its gender diversity policy and the proportion of women participation at Board level.

The Gender Diversity Policy was approved and adopted by the Board on 29 August 2018.