GENDER DIVERSITY POLICY

1. **Introduction**

    KKB 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 issued in 2017.

2. **Objective**

    The Gender Diversity Policy provides a framework for the Group to achieve improved 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 women in the composition of Board of the Company.

    The Board, assisted by management, is responsible for developing strategies to meet the objectives of the Diversity Policy, and monitoring the progress of achieving the objectives through the monitoring, evaluation and reporting mechanisms as listed in section 4 and 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) recruiting from a diverse pool of candidates for female positions;
    (b) reviewing succession plans to ensure an appropriate focus on gender diversity;
    (c) identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity;
    (d) any other strategies the Board develops from time to time.

4. **Evaluation**

    The Board, through Nomination Committee, will monitor the scope and applicability of this policy, from time to time.

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, the proportion of woman participation at Board level.

*This Policy is reviewed and approved by the Board on **15 August 2019***