

Seng Fong Holdings Berhad and its subsidiaries

Non-Discrimination and Diversity Policy

1. INTRODUCTION

Seng Fong Holdings Berhad (“Seng Fong” or the “Company”) and its subsidiaries (“Seng Fong Group” or the “Group”) acknowledges the importance of maintaining a non-discriminative and diverse working environment where a merit-system is upheld.

2. OBJECTIVE

The objective of this Policy is to set out Seng Fong’s policies on non-discrimination and diversity, including for its Board and Senior Management, as well as for its employees in general.

3. POLICIES

- a. Seng Fong Group adopts a non-discrimination policy where the Group does not discriminate anyone based on race, religion, gender, age, sexual orientation, disabilities, or nationality.
- b. Seng Fong Group upholds equal opportunities in its employment practices (such as recruitment and termination, remuneration, training, promotion, and disciplinary actions), decisions of which shall be merit-based.
- c. Seng Fong Group will strive to promote diversity amongst its Directors and employees by upholding the principles of non-discrimination and equal opportunities.

4. GENDER DIVERSITY AT THE BOARD AND AMONG SENIOR MANAGEMENT

- a. Seng Fong shall comply with Paragraph 15.02(b) of the Main Market Listing Requirements which require at least 1 woman Director at the Board.
- b. In relation to Practice 5.9 of the Malaysian Code on Corporate Governance (as at 28 April 2021) which promotes a Board composition of at least 30% women Directors, the Board of Seng Fong is committed to upholding the principles of non-discrimination and equal opportunities in its Board nomination and selection process. The Board believes that such an approach will lead the Board towards a diverse Board and meeting the 30%-woman Board composition.

Note: “30%” refers to a whole number nearest to thirty-percent of the total number of Directors of the Board.

- c. In relation to its Senior Management, Seng Fong strives to achieve gender diversity amongst its Senior Management by upholding the principles of non-discrimination and equal opportunities in its employment practices and success planning programmes, such as in activities relating to recruitment, talent development, mentorship arrangements, and appraisals and promotions.

5. REVIEW

- a. This Policy shall be reviewed periodically or at least once in 3 years.
- b. This Policy is approved by the Board of Seng Fong on 6 May 2024.