



DIVERSITY POLICY

1. INTRODUCTION

Straits Energy Resources Berhad (“**the Company**”) recognises that diversity in the board of directors (“**Board**”) and Senior Management level of the Company and its subsidiaries (“**the Group**”) is an essential element in contributing to the sustainable development of the Group.

Regulatory requirements:

- (a) Practice 5.5 of the Malaysian Code on Corporate Governance 2021 (“**MCCG**”) recommends that the appointment of the board and senior management are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.
- (b) Practice 5.9 of the MCCG further recommends the board to comprise at least 30% of women directors.
- (c) Practice 5.10 of the MCCG requires the board to disclose in its annual report of the company’s policy on gender diversity for the board and senior management.
- (d) Rule 15.02(1)(b) of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad (“**ACE LR**”) stipulates that a listed corporation must ensure that at least 1 director of the listed corporation is a woman.
- (e) Rule 15.08A(3) of the ACE LR provides that listed corporation is required to disclose in its annual report, its policy on board composition having regard to the mix of skills, independence and diversity (including gender diversity) required to meet the needs of the listed corporation.

2. DIVERSITY POLICY (“POLICY”) STATEMENT

The Board does not discriminate on the basis of ethnicity, age, gender, nationality, cultural background, political affiliation, religious affiliation, marital status or education background. There is no specific target on the composition in terms of gender, age or ethnic etc of its Board members or members of Senior Management. The Policy is aligned with the Company’s objectives, values and principles. The Group’s strategic intent for Board and Senior Management diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering the Group’s strategy.

3. MEASURES ON DIVERSITY

In fostering diversity, the Board shall set its policies to meet the recommendations made by MCCG and assess the progress of its achievement as follows:-

- (a) The Board to ensure the following:-
 - (i) the definition of diversity is communicated and recognised which will include dimensions in skills, experience, age, ethnicity, and gender;



STRAITS ENERGY RESOURCES BERHAD

199601040053 (412406-T)

DIVERSITY POLICY

- (ii) to articulate the benefits of diversity, the importance of being able to attract from a wide pool of talent and the ability to be able to retain board members and senior management personnel;
 - (iii) to express the Company's commitment on diversity at the leadership level and employee level; and
 - (iv) that recruitment and selection practices at all levels (from the board downwards) are appropriately structured and that there are no biases that might discriminate against certain candidates.
- (b) The Nomination & Remuneration Committee ("**NRC**") is responsible for reviewing and assessing board composition for recommendation to the Board, recommending the appointment of new directors, and overseeing the conduct of the annual evaluations of the Board, Board Committees and Individual Directors.

In reviewing the board composition, the NRC will consider the balance of skills, background, experience, independence, functional expertise and the diversity representation of the Board as part of the annual evaluations on the effectiveness of the of the Board, Board Committees and Individual Directors.

The NRC shall source and recommend appointments to the Board based on fit and proper criteria, merit and with due regards to promote diversity in gender, age, skills etc. The ultimate decision will be based on merit and contribution of the selected candidates.

4. MONITORING AND EVALUATION

The NRC will review the diversity on gender, age and ethnicity etc of the Board and its Senior Management annually.

The Management will review the diversity on gender, age and ethnicity etc of the workplace at least once a year or as and when the need arises.

5. REVIEW AND DISCLOSURE

Pursuant to the ACE LR on the disclosure of Statement on Overview of Corporate Governance based on the MCCG in the Annual Report, the Board shall disclose in the Annual Report of its application of the Policy.



**STRAITS ENERGY
RESOURCES BERHAD**

199601040053 (412406-T)

DIVERSITY POLICY

6. PUBLICATION AND REVISION

This Policy is available on the Company's website. The NRC will review this Policy from time to time and as and when the need arises to ensure its appropriateness and effectiveness. Any revisions to the Policy as recommended by the NRC will be submitted to the Board for consideration and approval.

This Policy is reviewed and approved by the Board on 29 August 2024.