



PGF CAPITAL BERHAD

GENDER DIVERSITY POLICY

(Version 1: approved on 26 July 2024)

INTRODUCTION

This policy is created to ensure that employees can raise concerns without the fear of reprisals and is applicable to **PGF CAPITAL BERHAD** and all its subsidiaries (“PGF”).

Gender Diversity Policy

1. Purpose

The purpose of this Gender Diversity Policy is to outline the Company’s commitment to promoting gender diversity at all levels of the organization, particularly within the Board of Directors and senior management.

2. Scope

This policy applies to all employees, senior management, and the Board of Directors of the Company.

3. Policy Statement

The Company is committed to fostering a diverse and inclusive workplace that values and promotes gender diversity. This includes ensuring that women are fairly represented at all levels of the organization, especially in leadership roles.

4. Objectives

- 4.1 To maintain a Board composition that includes at least 30% women Directors.
- 4.2 To promote gender diversity in senior management and other key decision-making roles.
- 4.3 To ensure that appointments are based on merit, core competencies, and relevant experience.

5. Strategies

- 5.1 Implement recruitment practices that actively seek to include women candidates for all positions, particularly at the senior management and Board levels.
- 5.2 Provide opportunities for career development, mentoring, and training programs that support the advancement of women within the Company.
- 5.3 Ensure succession planning processes include a focus on gender diversity to prepare and promote qualified women for leadership roles.
- 5.4 Foster an inclusive workplace culture that supports gender diversity through policies, practices, and employee engagement initiatives.

6. Monitoring and Reporting

The Nomination Committee will be responsible for monitoring the implementation of this policy and reporting on progress to the Board annually.

The Company will report on gender diversity in its annual report, including the proportion of women on the Board, in senior management, and across the organization.

7. Review of Policy

This policy will be reviewed annually by the Nomination Committee to ensure it remains relevant and effective in promoting gender diversity within the Company.

This Gender Diversity Policy underscores the Company's commitment to creating an inclusive workplace where gender diversity is valued and promoted.