



**SKP RESOURCES BHD**

(Company No. 524297-T)

## BOARD DIVERSITY POLICY

## **Purpose**

The Board Diversity Policy ("Policy") sets out the approach to diversity on the Board of Directors ("Board") and the executive level which reports directly to the Board ("Senior Management") of SKP Resources Bhd ("SKP" or "the Company").

## **Policy statement**

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

## **Measurable Objectives**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report annually.

## **Monitoring and Reporting**

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

## **Monitoring and Reporting**

Disclosure will be made in the corporate governance section of the SKP Annual Report in line with the promulgations of the Malaysian Code on Corporate Governance and the Listing Requirements of Bursa Malaysia Securities Berhad pertaining to the Company's Board and Senior Management diversity policy.

## **Revision to Policy**

This Policy shall be reviewed by the Board regularly to ensure the Policy remains relevant and viable to meet the needs of the Company. Any revision to the Policy shall be approved by the Board.

## **Administrative Matters**

The Nomination Committee will review regularly and assess the effectiveness of the Policy. Any amendment(s) to this Policy shall be reviewed by the Nomination Committee and any recommendation(s) shall be approved by the Board.

The Policy will be held in custody of, and filed by, the Company Secretary of SKP.