THMY Holdings Bhd.
Quality & Efficiency

Board Diversity Policy

1. Introduction

THMY Holdings Berhad ("**THMY**" or "the **Company**") and its subsidiary(ies) ("**the Group**") is committed to fostering a diverse and inclusive Board that reflects a broad range of perspectives, experiences, and competencies. Diversity in board composition enhances decision-making, strengthens corporate governance, and contributes to sustainable business growth. The Company adheres to a practice of non-discrimination based on race, age, religion, gender, or any other factor throughout the organisation, including the selection of the Company's Board of Directors ("**Board**").

2. Purpose

This Board Diversity Policy ("Policy") sets out the Company's approach to achieving diversity on the Board by promoting a balance of skills, experience, industry knowledge, and perspectives necessary for effective governance. It ensures that the Company benefits from diverse backgrounds while maintaining high competency standards.

3. Scope

This Policy applies to the Board of THMY and covers aspects of diversity, including but not limited to gender, age, ethnicity, experience, and professional background.

4. Definitions

- Board Diversity: A broad mix of attributes, including gender, ethnicity, age, skills, experience, and industry knowledge.
- Business Associates: External stakeholders, including suppliers, vendors, and partners engaged with THMY.
- Independent Directors: Directors who do not have any material relationship with the company that may affect their independent judgment.

5. Board Diversity Commitment

THMY is committed to:

- Ensuring at least 30% of the Board comprises women directors, in line with the Malaysian Code on Corporate Governance (MCCG) recommendations.
- Promoting diversity in skills, knowledge, industry experience, and cultural backgrounds to enhance governance and strategic oversight.
- Encouraging representation of different age groups to bring varied generational perspectives.
- Incorporating succession planning strategies that consider diversity criteria in

identifying and appointing future board members.

- Including a balanced composition of executive, non-executive, and independent non-executive directors to ensure a strong element of independence. The independent non-executive directors shall be of sufficient calibre and standing for their views to carry weight.
- Aspiring to have a Board that includes individuals of different nationalities or ethnic backgrounds who can contribute their knowledge and understanding of the business, industry, and environment.
- Valuing age diversity and ensuring contributions from board members regardless of their age while eliminating any form of age stereotyping or discrimination.

6. Selection and Appointment

- The Nomination Committee shall consider diversity factors when assessing candidates for board positions.
- Recruitment of board members shall be based on merit, ensuring that diversity remains a key consideration.
- The Board shall take proactive steps to source candidates from diverse talent pools, including professional networks and leadership development programs.
- In accordance with the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad, at least two directors or one-third of the Board (whichever is higher) must be independent directors.
- The Board shall strive to meet the recommendation that at least half of the Board comprises independent directors, as outlined in the MCCG.
- Directors must have the capacity and competency to deliberate on sustainability matters, evaluate sustainability risks and opportunities, and make informed decisions.

7. Monitoring and Reporting

- The Board shall review and assess its composition annually to ensure alignment with this Policy.
- THMY shall disclose the implementation and progress of board diversity initiatives in its Annual Report.
- The effectiveness of this Policy will be evaluated periodically, and necessary amendments shall be made to enhance its impact.
- The Board shall ensure that appropriate disclosures regarding board diversity are made in the Annual Report.

8. Review of the Policy

The Nomination Committee shall periodically review this Policy as and when required to ensure that the objectives of this Policy are met and remain effective for the Group. All revisions or amendments to this Policy, as recommended by the NC, will be submitted to the Board for consideration and approval.

9. Approval

This Policy has been approved and adopted by the Board of Directors on 3rd April 2025.