



## **DIVERSITY POLICY**

### **1. INTRODUCTION**

Diversity, regardless of gender, age, cultural background, together with equitable representation at board and senior management level is an essential element of good governance and a critical attribute of a well-functioning hierarchy of a company. A diverse board and senior management are expected to enhance the decision-making process as there will be contribution from different perspectives and insights.

As such, the Board of CSC Steel Holdings Berhad (“CHB” or “the Company”) acknowledges the importance of gender diversity in strengthening the effectiveness of the Board and senior management’s function. By referring to the recommendations provided in the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”), the Board is pleased to establish a formal Diversity Policy (“the Policy”) for the CHB Group.

### **2. COMMITMENT**

The CHB Group is full of support for the participation of women in decision-making positions. As for board level, the Company will ensure at least two women directors are appointed and served on the Board at all time. If the composition of the Board for women directors is less than two, the Board shall take necessary action to achieve the committed number of women directors within a reasonable timeframe.

As for senior management level, while the CHB Group is committed to promoting diversity at senior management level, all qualified candidates for senior management positions would still be evaluated based on a blend of competencies, skills and knowledge, personal qualities, educational qualification and capability to discharge his/her duty effectively.

### **3. APPROACH**

The Board is responsible for the oversight of the Policy, and has delegated the selection of qualified directors to the Nomination Committee (“NC”) in accordance to the Fit and Proper Policy of the CHB Group.

The NC is accountable to ensure that diversity approach is adopted in the recruitment and succession planning processes at board level. The key principles are as follows:

- The Company is adopting an accommodating boardroom culture and environment that are free to express opinions and free from discriminations to ensure the business strategies and policies are executed ethically and effectively.
- The Company aims to have an appropriate level of diversity in its Board’s composition as to achieve the objective of a high-performing Board.
- The Company will maintain a diverse Board’s composition with regard to gender, age, and cultural background, however merits will not be compromised and will remain as one of key criteria for the appointment of new director.

### **4. REVIEW AND DISCLOSURE**

The Board, with the assistance from the NC, will monitor and review the effectiveness of the Policy from time to time, as to ensure that the Policy remains relevant and viable for achieving the commitment outlined by the Board.

The Board will disclose in the Annual Report of the Company on the execution of the Policy, including the proportion of women participation at Board level.

The Policy shall be made available on the Company's website.

The Policy was reviewed and adopted by the Board on 23<sup>rd</sup> November 2023.