

# DIVERSITY POLICY

## **INTRODUCTION**

The Board of Directors (“Board”) of **Vsolar Group Berhad (“Vsolar”)** and its subsidiaries (collectively referred to as “the Group”) recognises diversity as an important criteria to determine board composition and to ensure that different perspectives are considered for Board effectiveness and strength. Diversity includes gender, ethnicity, age, business experience, skills and cultural background.

## **PURPOSE**

The purpose of this Diversity Policy (“Policy”) is to provide a framework for the Group to promote diversity across the Board and Senior Management, while supporting improved employment and career development opportunities. This Policy seeks to ensure an appropriate balance of gender diversity, skills, experience, independence and other relevant qualities to support the Group’s long-term objectives.

## **SCOPE**

This Policy applies to all Directors and Senior Management of the Group.

## **DIVERSITY STRATEGIES**

To promote diversity at the Board and Senior Management levels, the Board shall adopt the following strategies:

1. recruiting candidates from a diverse pool for all Board and Senior Management positions;
2. reviewing succession planning to ensure diversity considerations are appropriately addressed;
3. identifying and incorporating diversity-related factors into recruitment and selection processes;
4. developing initiatives to expand the pipeline of skilled and experienced senior management, including workplace development programmes, mentoring initiatives and targeted training and development; and
5. implementing any other diversity strategies as may be determined by the Board from time to time.

## **APPROACH**

In selecting candidates for the Board and Senior Management, due consideration shall be given to the benefits and needs of the Group. Selection shall be based on a broad range of diversity perspectives, including but not limited to professional and business experience, skills, knowledge, competencies, commitment, integrity, gender, age, ethnicity and educational background.

The Board, through the Nomination and Remuneration Committee (“NRC”), shall ensure that all appointment processes for the Board and Senior Management are conducted in a manner that promotes diversity.

Appointments shall be made based on merit, without bias or discrimination. The Group shall avoid any practices that discriminate on the basis of gender, marital status, race, nationality, ethnicity, age or any other irrelevant consideration.

The Company shall foster a boardroom culture and working environment that is free from harassment and discrimination, with the aim of attracting and retaining diverse talent, including female participation, at both Board and Senior Management levels.

In promoting diversity, the Board shall take into account the recommendations of the Malaysian Code on Corporate Governance (“MCCG”) issued by the Securities Commission Malaysia, which advocates a minimum of 30% women representation on the Board.

Notwithstanding the above, all appointments shall ultimately be based on merit and the value that the selected candidates can contribute to the Board and Senior Management in supporting the Group's business strategies and objectives.

## **MONITORING AND EVALUATION**

The NRC is responsible for ensuring that diversity objectives are integrated into Board recruitment, performance evaluation and succession planning processes.

The Board shall periodically review and monitor the implementation of this Policy to ensure its continued relevance, effectiveness and alignment with regulatory expectations and best practices.

## **REPORTING**

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad and the disclosure requirements under the MCCG, the Company shall disclose in its Annual Report the proportion of women participation at the Board and Senior Management levels and the Group's policy on gender diversity for the Board and Senior Management.