

SMRT HOLDINGS BERHAD
(Company No. 200401021019 (659523-T))**GENDER DIVERSITY POLICY****Definitions:**

“Board” or “Directors”	:	The Directors for the time being of the Company or such number of them as have authority to act for the Company.
“Bursa”	:	Bursa Malaysia Securities Berhad (Company No. 635998-W).
“Committee”	:	The Nomination and Remuneration Committee of the Company.
“Company”	:	SMRT Holdings Berhad
“LR”	:	Bursa Securities ACE Market Listing Requirements including any relevant practice and/or guidance notes, directives, guidelines issued pursuant thereto and any amendment, modification, supplemental to the listing requirements that may be made from time to time.
“MCCG 2021”	:	Malaysian Code on Corporate Governance 2021

1. Objective

The Gender Diversity Policy (“the Policy”) sets out the approach to boardroom diversity through the Company’s Committee which takes steps to ensure that women candidate are sought as part of its recruitment exercise.

2. Policy Statement

The Company supports the principles and aims of gender diversity at Board level. It also recognises the benefits of having diversity on the Board of the Company and sees increasing diversity at Board level as important to ensure that members of the Board provide the necessary range of perspectives, experience and expertise required to achieve the Company’s strategic objectives and deliver for its stakeholders.

A truly diverse Board will include and make good use of differences in the skills, professional and industry experiences, knowledge, educational background, gender, age, race, ethnicity, length of service and other qualities of Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit and the contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board.

3. Principles

The Board delegates to the Committee the duty to review and assess the composition of the Board and Board committees and to recommend the appointment of new Directors as well as being the main body responsible for evaluating, promoting and ensuring gender diversity on the Board.

In reviewing the composition of the Board, the Committee considers the benefit that diversity brings, which benefits include gender, age, ethnicity, educational background, skills, professional and business experiences and knowledge. An appropriate level of diversity in the Boardroom is required to support the attainment of the Company's strategic objectives.

In evaluating the performance of the Board, the Committee considers the balance of skills, experiences, knowledge, gender, age, ethnicity and independence of the Board and its members.

In selecting suitable candidates for appointment to the Board, the Committee will base its decision of selecting candidates on merit against objective criteria and with due regard for the benefits of gender diversity on the Board to ensure the attainment of diversity that the selection would make to the Board.

4. Measurable Objectives

The Committee will ensure that gender diversity objectives are adopted in Board recruitment, Board performance evaluation and succession planning processes.

The Company will adopt a more accommodating boardroom culture and environment that is free from harassments and discriminations in order to attract and retain women participation on the Board.

To avoid mismatch and ineffective appointment of the female Directors, the Company does not set any specific target for female Directors in the Gender Diversity Policy and will actively work towards having more female Directors on the Board.

The Committee will discuss and agree annually on the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measures progress accordingly.

5. Monitoring

The Board, through the Committee, will monitor the scope and applicability of this Policy on a periodical basis on the progress towards attainment of effective Board diversity.

6. Reporting

Pursuant to the LR on the disclosure of the Statement on Corporate Governance based on the MCCG 2021 in the Annual Report, the Board will disclose in the Annual Report its Gender Diversity Policy and the proportion of women participation at the Board level.

This Gender Diversity Policy was approved and adopted by the Board on 15 October 2024.