

IDEAL JACOBS (MALAYSIA) CORPORATION BHD (857363-U)

BOARD DIVERSITY POLICY

1. OBJECTIVE

The policy aims to set a framework for Ideal Jacobs (Malaysia) Corporation Bhd (“IJM” or “the Company”) and its subsidiaries (collectively referred as “the Group”) to achieve the objective of ensuing its board of directors (“the Board”) has the diversity of perspectives, experience and skills necessary for effective management of the Group.

2. OVERVIEW

This Group believes that board diversity minimizes the likelihood of groupthink, enhances corporate governance and promotes effective decision-making. Diversity includes, but is not limited to, gender, age and ethnicity.

3. STRATEGIES

The Group aims to maintain the composition of its Board in a way that provides the best mix of experience and skills to verse ongoing business operations.

The Nomination Committee has the primary responsibility in identifying suitable qualified candidates to become members of the Board. The selection of candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

The Group does not set specific numerical target for appointment of candidates belonging to particular demographic groups to the Board. Notwithstanding the importance to promote board diversity, appointments to the Board are ultimately based on merit, having regard to the contribution of the candidates to the Board as a whole. The Board believes that merit-based appointments will best enable the Group to serve its shareholders and stakeholders.

4. RESPONSIBILITIES

The Nomination Committee is delegated with the overall responsibility for implementation, monitoring and periodic review of this Policy.

5. ADOPTION AND REVIEW OF POLICY

The Policy was adopted by the Board on 27 February 2017