



IJM CORPORATION BERHAD

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BOARD DIVERSITY POLICY

Purpose

The Board Diversity Policy (“the Policy”) sets out the approach to achieve diversity on the Board of Directors (“Board”) of the Company.

Introduction

IJM Corporation Berhad (“the Company” or “IJM”) recognises that Board diversity enhances decision making capability and quality of the Board’s performance. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

Policy

The Company believes that a truly diverse Board will leverage differences in perspective, knowledge, skill, industry experience, background, age, ethnicity, race and gender between the Directors, and these differences will be considered in determining the optimum composition of the Board.

The selection of candidates for Directors will be based on a range of diversity perspective, including but not limited to gender, age, cultural, educational background, ethnicity, professional experience, skills and knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

In identifying candidates for appointment of Directors, other than relying on the recommendations from the existing Board members, Management and/or major shareholders, the Board (through the Nomination and Remuneration Committee (“NRC”)) will also explore independent sources to identify suitably qualified candidates.

Measures

The NRC and the Board will always take into consideration amongst others, the following aspects to evaluate and match the criteria of the candidates for appointment to the Board:

(a) *Gender diversity*

The Board acknowledges that a gender diverse board with a mixed representation of man and woman directors can bring different perspectives and approaches to stewardship, which in turn can complement the Board’s decision making.

In line with the Malaysian Code of Corporate Governance on gender diversity, and in supporting the Government’s target for women to fill 30% or more of the decision making positions in corporate Malaysia, the Company endeavours to achieve the 30% women directors on the Board as soon as practicable.



(b) *Age diversity*

The Board recognises that a multigenerational board with a diverse range of skill sets is beneficial to the Company and the representation of varied age groups can broaden debates, reduce the risk of groupthink, and allow businesses to stay relevant in the market. As such, the Board promotes age diversity and values the contribution of members of the Board regardless of their age.

(c) *Ethnic diversity*

The Board appreciates that the ethnic diversity in the boardroom can bring broader range of experiences, reduced risk of cultural prejudices, and sensitivity to stakeholders from different cultural backgrounds. The NRC will conduct selection process with due consideration on the merits, knowledge, experience and skills as well as ethnicity of the new candidate.

(d) *Expertise diversity*

The Board also recognises a broad range of expertise can provide different experiences and expertise for sound decision making, and even provide access into critical markets. As such, the Board ensures its members have a diverse set of skills, experience and knowledge necessary to govern the Company.

Responsibility and Review

The NRC is responsible for reviewing and assessing the composition and performance of the Board annually via the Board Evaluation, as well as recommending the appointment of new Directors.

The NRC will review the Policy periodically, and discuss any changes that may be required and recommend any such changes to the Board for consideration and approval.

Disclosure

The Policy was adopted by the Board on 25 May 2017 and is made available for reference in the Company's website at www.ijm.com.

Date of Review
25/11/2022