

GENDER DIVERSITY POLICY

1. INTRODUCTION

Practice 4.5 of the Malaysian Code on Corporate Governance 2017 (“MCCG 2017”) requires disclosure in the annual report of the Company’s Gender Diversity Policy, its target and related measures to achieve the said target. The Board is pleased to set out below its approach to boardroom diversity via its Nomination Committee (“NC”) which takes steps to ensure that women candidates are sought as part of its recruitment exercise.

2. OBJECTIVE AND PRINCIPLES OF THE POLICY

The Board recognises that boardroom diversity is an integral part contributing to the sustainable development of the Company and does not discriminate on the basis of ethnicity, age, gender, political/religious affiliation and cultural background. There is no specific target on the composition in terms of gender, age or ethnicity of its Board members and members of senior management.

YLI’s strategic intent for Board and senior management diversity is the attraction, retention and development of a diverse team of skilled talents who would make good use of diversities in the skills, professional and business experiences, educational background, knowledge, gender and other qualities. The appointment of Board members’ and senior management are made based on merits, in the context of the skills, experience and knowledge required by the Group as a whole to be effective.

The NC will on an annually basis review and assess the Board composition on behalf of the Board and recommends the appointment of new Directors, if necessary. In reviewing the Board’s composition, the NC will consider the benefits of all diversity aspects, in order to maintain an appropriate balance of skills, experience and knowledge on the Board. In identifying suitably qualified candidates for appointment to the Board, the NC will consider candidates based on merits against objective criteria and with due regard to the resulting benefits of diversity to the Company as a whole.

3. MEASURES ON GENDER DIVERSITY

In order to fulfil the objectives of gender diversity, the Board would take into consideration the following measures:

- The NC is responsible in ensuring that gender diversity objectives are observed in the recruitment of Board member and senior management and remained a key consideration in its succession planning process.
- The NC will shortlist the potential women candidate based on the following criteria:
 - ❖ Skills, knowledge and experience;
 - ❖ Professionalism;
 - ❖ Integrity; and
 - ❖ Independence
- In order 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 but will actively work towards recruiting female Directors to ensure well balanced diversity on the Board.

4. MONITORING AND REVIEW OF THE POLICY

The NC will review the scope and applicability of this Policy regularly. Any requirement for amendment to this policy shall be deliberated and recommended to the Board for adoption.

5. REVISION TO THE POLICY

This policy shall be reviewed by the Board from time to time as necessary to ensure the Policy remains relevant and viable to meet the needs of the Company. Any revision to the Policy shall be recommended to the Board for consideration and approval.

~~~ END ~~~