



MTD ACPI ENGINEERING BERHAD

BOARD DIVERSITY POLICY

OBJECTIVE

The Board of Directors (“**Board**”) of MTD ACPI Engineering Berhad (“**MTD ACPI**” or “**Company**”) recognises that board diversity is an essential element contributing to the sustainable development of the Company and its subsidiaries (collectively, “**MTD ACPI Group**”), and does not discriminate on the basis of ethnicity, age, gender, nationality, political affiliation, religious affiliation, educational background, marital status or physical ability. The Board is committed to this Board Diversity Policy (“**Policy**”) in promoting diversity on the Board of MTD ACPI Group.

This Policy is aligned with the Company’s objective, values and principles and sets the approach to achieving diversity on the Board in enhancing quality performance of the Board.

The approach to diversity shall include the following initiatives:

1. Identifying, considering and balancing the different skill sets, knowledge, experience, independence and backgrounds, whether it relates to age, expertise, gender, and ethnicity, and other soft attributes required as company directors. This is to bring relevant perspectives to boardroom discussion and decision-making, aimed at enhancing corporate sustainability and growth of MTD ACPI Group;
2. The Nomination and Remuneration Committee will review and assess the composition of the Board and makes recommendation on the appointment of new directors to the Board. The Board’s decision on each appointment will be based on merit and contribution that the selected candidates will bring to the Board;
3. Retaining directors based on merit in the context of a balance of appropriate skills, experience, knowledge and understanding of the environment in which MTD ACPI Group operates its business, in order for the Board effective;
4. Providing a safe and healthy environment for the views of the directors to be heard and their concerns attended to and where bias, discrimination and harassment on any matter are not tolerated; and
5. Appointing more women representation on the Board to represent 30% of total Board members, in the event of any further recruitment of directors.



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MONITORING AND REPORTING

On regular basis, the Nomination and Remuneration Committee is tasked to monitor and report on the Board's diversity achievement and make relevant recommendation to the Board. At any given time, the Board may seek to improve one or more aspects of the diversity accordingly.

REVIEW OF AND REVISION TO THE POLICY

The Nomination and Remuneration Committee shall review this Policy regularly and assess the effectiveness of the Policy to ensure the Policy remains relevant and viable to meet the needs of the Company. Any requirement for amendment shall be deliberated by the Nomination and Remuneration Committee and any recommendation for revisions shall be submitted to the Board for consideration and approval.

In promoting corporate culture that supports diversity within the Group, this policy shall also apply to the Senior Management.

ENDORSED FOR AND ON BEHALF OF THE BOARD,

**DATO' IR. KALID BIN ALIAS
CHAIRMAN
MTD ACPI ENGINEERING BERHAD**

Date: 13 July 2020