

## **1. INTRODUCTION**

The Board of Directors (“Board”) of Joe Holding Berhad (“JOE” or “Company”) and its subsidiaries (“JOE Group” or “Group”) recognises the importance of gender diversity in designing its composition on the Board and its Senior Management of the Company. The Board will address the recommendations to promote gender diversity in workplace and to support women participation, to have at least 30% female Directors on the Board and Senior Management of the Group as to be in line with the Malaysian Code on Corporate Governance (“MCCG”).

## **2. PURPOSE**

To provides a framework for the Group to achieve and improve its gender diversity at Board and senior management level. The Group acknowledges the importance of promoting gender diversity at Board and senior management level and will actively work towards having more female Directors on the Board and senior management.

In assessing the Board and senior management’s composition and Board effectiveness, the Board shall accord due consideration to gender diversity, required mix of skills, experience, independence and other qualities, including core competencies, commitment, integrity and/or other commitments to the Board.

## **3. SCOPE**

This Policy applies to all Directors and Senior Management of JOE Group. This Policy provides a framework for the Group to achieve:

### **Promoting Gender Equality**

Ensuring that all employees have equal opportunities, regardless of gender. This includes fair hiring practices and equitable opportunities for advancement.

### **Fostering Diversity**

Embracing and valuing the diverse backgrounds, perspectives, and skills that each employee brings to organization.

### **Creating an Inclusive Environment**

Cultivating a workplace culture where all employees feel included and respected. This involves actively preventing discrimination, harassment, and bias.

### **Providing Support and Resources**

Offering support systems and resources that help employees balance their professional and personal lives, such as flexible work arrangements and parental leave.

## **4. MEASURES**

To pursue the objectives of gender diversity in the Board composition and Senior Management, the Company will take into consideration the following measures:

- The Nominating Committee (“NC”) and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspective including but not limited to education background, age, skills, knowledge, expertise, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- The NC is responsible in ensuring that gender diversity objectives are adopted in the Board recruitment and succession planning processes.

- The Company shall adopt a more accommodating boardroom culture and environment that is free from harassment and discrimination to attract and retain women participation at the Board level.

## **5. STRATEGIES**

The Group's gender diversity strategies include:

- recruiting from a diverse pool of candidates for all positions;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors for the recruitment and selection processes to encourage diversity;
- developing programmes to develop a broader pool of skilled and experienced senior management, including workplace development programs, mentoring programs and targeted training and development; and
- any other strategies the Board develops from time to time

## **6. REVIEW AND DISCLOSURE**

The Company will make appropriate disclosures on gender diversity policy in its annual report based on the practice stated in MCCG.

The Board, through Nomination Committee will be reviewed annually to ensure it remains relevant and effective in promoting gender equality and diversity within the organization.

This policy is reviewed and approved by the board on 28 February 2025.