



Kinergy Advancement Berhad
Kinergy Group
Kinergy/ the Group

Diversity

Policy

DIVERSITY POLICY

1. Overview

This Diversity Policy provides guidelines to **Kinergy Advancement Berhad and its Group of Companies ("Kinergy" or "the Group")** in providing a diverse workplace as Kinergy recognises the benefits arising from board and employee diversity. Diversity includes, but not limited to, gender, age, ethnicity, cultural background, skill, experience and perspectives.

This Diversity Policy ("Policy") does not form part of an employee's contract of employment with the Group or its subsidiary, nor does it give rise to contractual obligations.

2. Objectives

This policy is designed to provide a framework for the Group to achieve:

- i) A diverse and skilled workforce, leading to continuous improvement in service and achievement of Group goals
- ii) Career development opportunities and improved employment prospects for employees from diverse talent groups and various backgrounds
- iii) A workplace that values and utilises the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity

3. Responsibilities

3.1. The Board's commitment

The Board is committed to workplace diversity, with a focus on supporting diverse representation within the composition of Board of the Group and throughout all levels of the Group.

The Board, assisted by the management, is responsible for developing strategies to meet the objectives of this Policy, as well as monitoring the progress of achieving the objectives.

3.2. To achieve the Group's commitment, Kinergy implements the following strategies:

- i) Cultivate a diverse talent pipeline through fair and transparent recruitment and selection process
- ii) Strive for balance representation at all organisational levels, including Board and Senior Management
- iii) Ensure fair and consistent access to opportunities, training and career advancement
- iv) Apply merit-based performance evaluations and equitable remuneration practices
- v) Prohibit discrimination, harassment and bullying of any kind, in with Kinergy's Code of Conduct and relevant laws

3.3. Employees' Responsibility

All employees are responsible for supporting and upholding the principles of diversity and inclusion in their daily interactions and work practices. Employees are expected to:

- i) Treat colleagues with respect and professionalism regardless of gender, age, ethnicity, cultural background, or any other form of diversity
- ii) Contribute to an inclusive work environment by valuing different perspectives and experiences
- iii) Avoid discriminatory behaviour and report any conduct that is inconsistent with this Policy to the management or HR Department
- iv) Participate in relevant initiatives, programmes or events introduced by the Group to foster diversity and inclusion

4. Monitoring and Evaluation

The Board, through Nominating Committee, shall monitor the scope and applicability of this Policy, from time to time.

The Management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives.

5. Reporting

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Group will disclose in the Annual Report, the proportion of diversity representation at Board level and throughout the Group.

6. Review and Approval

This policy is subject to periodic review and refinement to ensure ongoing relevance, effectiveness and alignment with emerging regulatory requirements, industry best practices and stakeholder expectations. This policy was approved by the Management of Kinergy on 24th November 2025.