



## **PARAMOUNT CORPORATION BERHAD**

(Registration No.196901000222 (8578-A))

## **BOARDROOM DIVERSITY POLICY**

(Revised: 3 August 2022)

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**1. Objective**

This Boardroom Diversity Policy (**Policy**) sets out the approach to which diversity of the Board of Directors (**Board**) of Paramount Corporation Berhad (**Paramount** or **the Company**) shall be applied. This Policy has been drafted in the context of Paramount's strategic approach to diversity and it is firmly aligned with the achievement of its business objectives.

**2. Scope**

The Policy applies solely to the Board of Paramount and does not extend to cover diversity in Paramount's recruitment practices for non-Board personnel.

**3. Policy Statement**

**3.1** Building a diverse and inclusive culture is integral to Paramount's success. An inclusive culture helps us respond to Malaysia's diverse customer base.

**3.2** The Board affirms its commitment to boardroom diversity. A truly diversified Board can enhance the Board's effectiveness, creativity and capacity to thrive in good times and weather tough times. The Board works to ensure that there is no discrimination in the appointment of Directors on the basis of ethnicity, race, age, gender, nationality, political affiliation, religious affiliation, marital status or physical ability.

**3.3** The Policy is aligned with the Company's objectives, values and principles. Paramount's strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of Paramount's strategies. The Policy revolves around the following initiatives:

- i) Identifying and balancing the different skills and industry experience, background and gender of the Board members.
- ii) Retaining Directors based on merit, in the context of skills, time commitment and experience in order for the Board to be effective.
- iii) Providing a safe and healthy environment for the views of all Board members to be heard and their concerns attended to, and where bias, discrimination and harassment on any matter are not tolerated.
- iv) The Board's Nominating Committee (**NC**) is to review and assess the Board's composition and make recommendations on the appointment of new Directors. The NC is tasked with the following responsibilities:
  - a) to take into consideration the benefits that flow from diversity and to the appointment of candidates based on merit and without prejudice, when reviewing the Board's composition;
  - b) to consider the balance of skills, experience, independence, knowledge and the diversity of representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, the Board Committees and individual Directors; and
  - c) to implement the Policy, and to monitor the progress towards the achievement of these objectives.

**3.4** The Board shall work towards the targeted composition of 30% women Directors on the Board.

**4. Measurable Objectives**

The NC shall discuss, on an annual basis, the implementation of this Policy and recommend implementation measures to the Board for adoption.

**5. Review**

The NC and the Board shall review and assess the effectiveness of this Policy once in every three (3) years or as and when the need arises. Any recommendation for revision shall be proposed by the NC to the Board for approval.

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