



BINTULU PORT HOLDINGS BERHAD GROUP OF COMPANIES

BOARD DIVERSITY POLICY

01 November 2021

BINTULU PORT HOLDINGS BERHAD

BOARD DIVERSITY POLICY

1.0 INTRODUCTION

- 1.1 The Board of Directors (“the Board”) of Bintulu Port Holdings Berhad (“the Company”) and its group of companies (“the Group”) recognises that Board diversity as one of the elements contributing to the sustainable development of the Group.
- 1.2 In heeding the recommendations made by the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”), the Board is pleased to introduce the Board Diversity Policy as an effort to formalize its approach to gender diversity.

2.0 OBJECTIVE

The objective of the Board Diversity Policy is to establish gender diversity at the Board-level as recommended under the MCCG 2021.

3.0 THE BOARD’S COMMITMENT

- 3.1 The Board, assisted by its Nomination & Remuneration Committee (“NRC”) and the Management, is committed to ensuring the requisite diversity of our Board members, encompassing for example, age, ethnicity and gender, and leveraging on differences in thought, perspective, knowledge, skill, regional and industry experience, and background.
- 3.2 The Board is also responsible for developing strategies to meet the objectives of the Board Diversity Policy, and monitoring the progress of achieving the objectives as listed under Paragraph 2.0 abovementioned.
- 3.3 These will provide the necessary perspectives, experience and expertise required to achieve effective stewardship and management of the Company by the Board. The Board maintains the pursuit of its target of 30% women directors in line with the country’s aspirational target of 30% representation of women Directors.

4.0 MONITORING AND REPORTING

- 4.1 The Board, through the NRC, monitors the scope and applicability of the Board Diversity Policy, from time to time.
- 4.2 The Management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives set by the Board.

4.3 The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board diversity.

5.0 REVIEW OF THE POLICY

5.1 The NRC may periodically review and assesses the effectiveness of the Board Diversity Policy to ensure the Policy remains relevant and viable to meet the needs of the Company.

5.2 Any revision to the Board Diversity Policy shall be recommended to the Board by the NRC for consideration and approval accordingly.

5.3 If at any one time the MMLR or the CA 2016 be amended for any reason whatsoever and the amendment of which affects the provisions of the Board Diversity Policy, the amended MMLR or CA 2016 shall prevail and take precedence over the Board Diversity Policy.

6.0 AVAILABILITY OF THE POLICY

The Board Diversity Policy shall be made available on the Company's website through the following link: www.bintuluport.com.my.

7.0 DATE EFFECTIVE

The Board Diversity Policy of Bintulu Port Holdings Berhad shall be in effect from 1 November 2021.