



# GENDER DIVERSITY POLICY

## 1. INTRODUCTION

MMM Group Berhad (formerly known as Asia Media Group Berhad) (“MMM” or “Company”) and its subsidiaries (“Group”) acknowledges and recognises the benefits arising from the boardroom and workforce diversity, including enhancing the Group’s performance, improving efficiency and employee retention. Gender diversity includes, but is not limited to, gender, age, ethnicity, culture and socio-economic backgrounds.

## 2. OBJECTIVE

The Group encourages diversity in the composition of its Board and in employment, as means of ensuring the Group has an appropriate mix of skills and talent to conduct its business and achieve the Group’s goals.

The Gender Diversity Policy (“the Policy”) provides a framework for the Group on the following:-

- a) Identifying and balancing the different skills, competencies and experience, background, gender and age of Directors and employees;
- b) Retaining Directors and Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective;
- c) The Nomination and Remuneration Committee amongst other thing reviews and assesses the composition of the Board and makes recommendations on the appointment of new Directors;
- d) When the need for a new director is identified or a casual vacancy arises, consideration will be given to the appointment of female director(s) so as to attain and maintain a level of gender diversity within the Board that is considered appropriate at the time, having due regard to the skills, competencies, expertise, experience and background required to fill any such Board position(s), the availability of suitable candidates, the development potential of candidates and to any additional requirements that may be necessary to ensure a mix of skills, and experience on the Board and its committees that will best serve the interests of the Group and its stakeholders.

## 3. RESPONSIBILITIES

The Board maintains oversight and responsibility for the Group's diversity policy and objectives, and has delegated responsibility for the selection of Directors to the Nomination Committee (“NC”).

The NC will review and assess the composition of the Board and Key Senior Management and make recommendations on the appointment of new Directors and Key Senior Management personnel. The NC is tasked with the following responsibilities:-



## **MMM Group Berhad**

(Formerly known as Asia Media Group Berhad)

Registration No. 200801011849 (813137-V)

- a) To take into consideration the benefits that flow from diversity but also to appoint candidates based on merit and without prejudice, when reviewing the composition of the Board and Key Senior Management; and
- b) To consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

#### **4. MONITORING AND REPORTING**

The Board, through the NC, monitors 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 set by the Board.

#### **5. REVIEW OF THE POLICY**

The NC reviews regularly and assesses the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the NC and any recommendation for revisions shall be highlighted to the Board for approval.