

## **BOARD DIVERSITY POLICY**

### **1. Introduction**

For the purposes of this document, “Company” refers to Farlim Group (Malaysia) Bhd. and “Group” refers to Farlim Group (Malaysia) Bhd. and its subsidiaries.

### **2. Objective**

This Diversity Policy aims to set out the Board of Directors’ (“Board”) diversity principles in the Group.

### **3. Principles**

- 2.1 The appointment of the Board and key senior management shall be based on objective criteria and merit and with due regard to skills, experience, age, ethnicity and gender diversities.
- 2.2 At a minimum, the Company shall have one woman director on the Board.
- 2.3 The Company shall also embed diversity in the employment processes and provide equal career advancement and opportunities to all employees with regard to the diversity principles of this Policy.
- 2.4 The Board and key senior management shall review their succession plans periodically to ensure such programs consider diversity.

### **4. Reporting of Non-Observance**

An employee who notices a violation of this Policy is encouraged to report the incident according to the procedures of the Group’s Whistleblowing Policy and Procedure.

### **5. Review and Disclosure**

The Board shall disclose its Diversity Policy in the Annual Report.

Annually, the Board shall also evaluate the progress and achievement of this Policy and make appropriate changes to ensure this Policy and the Group’s actions are kept up with the regulatory requirements, corporate governance best practices and disclosure requirements.

This Policy was reviewed and approved by the Board on 25 February 2026.