



GOLDEN LAND BERHAD

[Registration No. 199401012688 (298367-A)]
[Incorporated in Malaysia]

GROUP DIVERSITY POLICY

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1.0 INTRODUCTION

- 1.1 Golden Land Berhad (“GLB”) Group (the “Group”) is committed to actively managing diversity as a means of enhancing the Group’s performance by recognising and utilising the contribution of diverse skills and talent from each individuals, which includes the Board of Directors (“Board”), Senior Management and employees.
- 1.2 Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, marital status, ethnicity, cultural background, socio-economic background, or other personal factors.
- 1.3 The Group’s strategic intent for diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering the Group’s strategy.
- 1.4 This Group Diversity Policy (“Policy”) sets out the approach to diversity which is aligned with the Group’s objectives, values and principles.

2.0 PURPOSE

- 2.1 GLB Group values the differences between its people and the contribution these differences have within the Group.
- 2.2 The Policy is centered on the following initiatives:-
 - i. Identifying and balancing the different skills and industry experience, background, gender, age and other factors of Board, Senior Management personnel and employees.
 - ii. Fostering a culture of equal opportunities by ensuring that every individual has access to the same opportunity for career advancement and professional growth;
 - iii. Supporting the development aspirations of women in the workplace by fostering non-discriminatory gender practices, whereby selection, promotion, retention and development will continue to be considered on the basis of merit and free from any form of gender bias;
 - iv. Fostering a culture of respect, that is free from biasness, discrimination, harassment and bullying by creating awareness that inappropriate behaviour or attitude will not be tolerated; and
 - v. Promoting workplace flexibility and support, ensuring that employees have the resources and flexibility to balance professional and personal responsibility effectively.

3.0 ACHIEVING DIVERSITY

3.1 Inclusive recruitment and hiring practices

- 3.1.1. The Group actively work towards promoting corporate culture that embraces diversity in its recruitment process, safeguarding against any conscious or unconscious biases that might discriminate against certain candidates. The following measures are adopted to achieve the objective:-

Board Members

- i. All Board appointment processes will be conducted in a manner that promotes diversity based on a good blend of competencies, skills, extensive experience and knowledge.
- ii. Selection process for Board appointments to involve the creation of a short-list identifying potential candidates for the appointment which shall include women candidates wherever reasonably possible. The Group has in place a *Directors' Fit and Proper Policy* for determining the appointment of the Board

Senior Management

- i. The Chief Executive Officer and HRA Department are responsible for evaluating the candidates in accordance with the established criteria, ensuring that the selection process aligns with the Group's goals of diversity.

Employees

- i. Heads of Departments, in partnership with HRA Department, will ensure that all open positions are advertised widely and that selection process remains unbiased, promoting equal opportunities for all applicants based on competencies and skills required for the position.

3.2 Equal opportunities for development and internal promotion

- 3.2.1 All employees are guaranteed equal opportunities for career progression. Gender and diversity inclusion will remain key considerations in internal promotion processes, with candidates evaluated based on merit, objectivity and capability.
- 3.2.3 The Group ensures fair compensation. Salaries, bonuses and other benefits are determined based on job roles, performance and market standards. Compensation of Board members and Senior Management is guided by the *Remuneration Policy for Board Members and Senior Management* whereas for other employees, the HRA Department follows a structured guide to ensure equitable compensation based on job responsibilities, individual performance and market trends.

3.3 Workplace flexibility and support

- 3.3.1 In support of work-life balance and to foster an inclusive and equitable workplace and flexible hour are provided to assist all employees in balancing their domestic responsibilities with their professional roles, ensuring they have the support needed to succeed both at home and in the workplace.

4.0 REVIEW OF THE POLICY

- 4.1 This Policy will be periodically reviewed and updated in accordance with the needs of the Group's and any new regulations that may have an impact on the discharge of the Board's responsibilities.
- 4.2 This Policy is available on the Company's website at www.glbhd.com.