

JCBNEXT BERHAD

[Registration No. 200401002875 (641378-W)]

BOARD DIVERSITY POLICY

Purpose

The Board Diversity Policy (“**the Policy**”) sets out the approach to achieve diversity on the Board of Directors (“**the Board**”) of the Company.

Introduction

JobNext Berhad (“**the Company**” or “**JobNext**”) recognises that Board diversity enhances the decision-making capability and quality of the Board’s performance. A diverse Board is more effective in dealing with organisational changes and making balanced decisions that have taken into consideration a wide range of perspectives and insights. The Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

Policy

The Company believes that a truly diverse Board will leverage on differences in perspective, knowledge, skill, industry and professional experience, education background, age, ethnicity, race and gender between the Directors and these differences will be considered in determining the ideal composition of the Board.

While considerable emphasis will be placed on the merits and contribution that selected candidates will bring to the Board, the Board will also consider the need to achieve diversity on the Board in its selection of suitable candidates for appointment to the Board.

The Board acknowledges the need to promote gender diversity in line with the Malaysian Code of Corporate Governance and the Government’s target for women to fill 30% or more of the decision-making positions in corporate Malaysia. While the Company does not have a specific target for female directors on the Board, suitably qualified female candidates who can contribute to the diversity of the Board, will be considered for appointment in the event that vacancies for directors arise or when a decision is made to increase the size of the Board.

In identifying candidates for appointment to the Board, other than relying on the recommendations from existing Board members, Management and/or major shareholders, the Board (through the Nomination and Remuneration Committees, will also explore independent sources to identify suitably qualified candidates.

Responsibility

1. The Nomination Committee has to consider the following responsibilities:

- To take into consideration the benefits from boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board’s composition;
- To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
- To promote gender diversity and take steps to ensure women candidates are sought as part of the recruitment exercise;

Adopted at via Directors' Circular Resolution dated 26 April 2022

- To implement this Policy and to monitor progress towards the achievement of these objectives; and
 - Upon identifying the appropriate candidate to be appointed as director or board member, the Nomination Committee will make its recommendations to the Board for approval.
2. Assess the board composition or of its skills matrix periodically and consider whether a change is required to strengthen board leadership and oversight of sustainability issues.
 3. Notwithstanding on the cultivation of the boardroom, the company is discouraged from appointing an active politician as a director on the Board.

Disclosure

The Policy will be published on the Company's website for stakeholders' information.

Review

The Nomination Committee will review the Policy periodically and discuss any changes that may be required and recommend any such changes to the Board for consideration and approval.

This Policy is reviewed and approved by the Board of Directors via Directors' Circular Resolution dated 26 April 2022.