

GENDER DIVERSITY POLICY

1. INTRODUCTION

Bee Same Group Berhad (“**the Company**”) and its subsidiaries (collectively referred to as “**the Group**”) is committed to workplace diversity. The Group recognises the benefits arising from board of directors (“**Board**”) and employee diversity, including improving employee retention, accessing different perspectives and ideas and benefiting from all available diverse talent.

Diversity includes, but not limited to, gender, age, ethnicity and cultural background (“the diversity”).

The policy on board composition having regard to the mix of skills, independence and diversity (including gender diversity) required to meet the needs of the Company and must be disclosed in the statement about the activities of the nominating committee contain in the annual report.

This Diversity Policy does not form part of an employee’s contract of employment with the Company or its related entitles, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations. This Diversity Policy forms a direction of the Group with which an employee is expected to comply.

2. OBJECTIVES

The Diversity Policy provides a framework for the Group to achieve:

- i) improved opportunities of employment and career development for women, especially for the Board and senior executive positions;
- ii) a diverse and skilled workforce, leading to continuous improvement in achievement of corporate goals.
- iii) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- iv) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

3. RESPONSIBILITIES

3.1 The Board’s commitment

The Board is committed to workplace diversity, particularly focusing on supporting the representation of women at the Board and senior executive positions of the Group.

The Board is responsible for developing and set measurable objectives and strategies to meet the objectives of this Diversity Policy and monitoring the progress and achievement of the measurable objectives.

The Board will conduct Board appointment processes in a manner that promotes the diversity.

3.2 Strategies

The Group's diversity strategies include:

- i) recruiting from a diverse pool of candidates for all positions, including Board and senior management positions;
- ii) reviewing succession plans to ensure an appropriate focus on diversity;
- iii) to take gender diversity into account of in recruitment and selection processes to encourage good diversity;
- iv) to set the target of having at least 30% women Directors on the Board, in accordance with Practice 5.9 of the Malaysian Code on Corporate Governance;
- v) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs and targeted training and development; and
- vi) any other strategies the Board develops from time to time.

4. REVIEW

The Policy is to be regularly reviewed by the Board and senior management of the Company as and when required to ensure that it continues to remain relevant and appropriate.

This Policy was adopted by the Board on 24 April 2026.