

**GREEN PACKET BERHAD
(Company No. 534942-H)**

BOARD DIVERSITY POLICY

1. Purpose

This Policy sets out the approach of the Board on the composition of the Board of Directors of Green Packet Berhad (“GPB” or “the Company”).

2. Policy Statement

- The Board’s principal objective in any new appointment is to select the best candidate with a view to achieving a high - performing Board. Appointments to the Board are based on merit against objective criteria with consideration being given to the intrinsic capabilities of the individual.
- The Board aims to have an appropriate level of diversity in the Boardroom to reflect the diverse nature of the Company’s operations and to support the achievement of the Company’s long-term strategic vision and sustainable operating objectives. Diversity in terms of professional skills, educational background, technical knowledge, industry experience, personal character, independence, age and gender, among many related factors, will be taken into consideration when seeking to appoint a new Director to the Board, so as to bring relevant perspective to the Board discussions and deliberations.
- The Board recognises and embraces the importance of a diverse Board for effective decision making, with the evolving circumstances and situational needs of the Group’s activities given its size, business diversity and geographic coverage.
- The Board will work towards having a minimum of 30% women as members of the Board by 31 December 2020.
- The Board will maintain and create a balance between maturity and experience to strengthen the level of flexibility and adaptability by fortify the dynamic leadership of the Company.
- The Board will work towards diversifying the ethical composition of the Board as and when vacancies arise and suitable candidates are identified.
- The Board will maintain a composition where a majority of its Directors are Independent Directors.
- In identifying, considering and recommending suitable persons for appointment as Directors, the Board shall rely on sources from existing Board members, Management, major shareholders, independent search firms and other independent sources.

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3. Monitoring and Reporting

The Board, through the Nomination Committee, is responsible for the implementation of this Policy and for monitoring progress towards the achievement of the Board's broad objectives by reviewing annually the required mix of skills, knowledge, experience, qualities, gender, nationality and age to fulfil their duties.

The Board shall review this Policy in the light of new best practices and new legal or regulatory requirements.

General

- A copy of the terms of reference is available at www.greenpacket.com