

1. Vision

MAG Holdings Berhad (MAG or the Company) is committed to an inclusive workplace that embraces and promotes diversity.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences, ethnicity, gender and perspectives to provide exceptional customer service to an equally diverse community.

We recognise that team members will assume changing domestic responsibilities throughout their careers.

2. Scope of Application

This policy applies to the Board of Directors (Board) and also apply to diversity in relation to employees of the MAG.

3. Objectives

The Board will establish diversity-related measurable objectives for the Company. Assessment of these objectives and review of progress will be carried out on an annual basis by the Nomination Committee (NC), who will report its assessment to the Board and make recommendations as appropriate. Progress against targets will be included in the Company's annual reports.

MAG has a number of objectives in place to continually work towards our vision.

These objectives include:

- 3.1 Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Malaysian population.
- 3.2 Continue to incrementally grow the number of women performing senior roles and board of director.
- 3.3 Continue to create programs that prepare women to take on senior roles within the business both in operational and specialist support areas.
- 3.4 As part of the annual performance evaluation of the effectiveness of Board, the NC will consider the balance of skills, experience, independence and knowledge of MAG on the Board and the diversity representation of the Board, including gender, age and how the Board works together as a unit.
- 3.5 Provide people with a disability employment opportunities and career advancement.

4. Principles

This policy provides a framework for new and existing diversity related initiatives and policies within our business. We reward and promote our team based on assessment of individual performance, capability and potential. Our business leaders are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

5. Measures and accountabilities

The Executive Director and Human Resources Manager will monitor the progress and report to the NC on the effectiveness of diversity related initiatives, including progress against measurable objectives. The NC will make recommendations on diversity related initiatives, monitor and evaluate their implementation and ensure that diversity related programs of work are progressing correctly and successfully.

This Diversity Policy was approved by the Board on 28 June 2024.