

LUXCHEM

GENDER DIVERSITY POLICY

INTRODUCTION

The Board of Luxchem Corporation Berhad (Hereinafter referred as Luxchem) recognises, to the extent practicable, the importance and benefit of improving and developing women career and having greater women presentation at its Board as well as Key Senior Management level.

This is aligned with Malaysia Code on Corporate Governance (“MCCG”) which was issued in 2021.

COMMITMENT

As the highest decision-making body of Luxchem, the Board is committed to meeting the objectives of:

- **30% of woman director** at the Board level; and
- At least **20% of women in Key Senior Management** level.

The Board will comply with relevant disclosures necessary to be made in its annual report and corporate governance statements.

RESPONSIBILITY OF NOMINATING COMMITTEE

Nominating Committee of Luxchem, through its key function of advising, appointing, re-appointing recommending and reviewing directors and key appointments for Luxchem, will monitor the progress of achieving these objectives and promote the hiring of women candidates at Management as well as Board level.

PRIORITY FOR HIRING OF KEY SENIOR MANAGEMENT CANDIDATE

To the extent practicable, the key decision maker of management team shall prioritise the hiring of woman candidate for any of its Key Senior Management positions.

REVIEW OF POLICY

The Board of Luxchem shall review the policy and objectives from time to time and ensure the alignment to MCCG and relevant related requirements.

This policy is reviewed and approved by the Board on 27 October 2022.