

# **PMCK BERHAD**

**(FORMERLY KNOWN AS UNIQUE LUXURY HOLDINGS SDN. BHD.)**

[Registration No. 200001029676 (532283-M)]

(Incorporated in Malaysia)

## **Board Diversity Policy**

Adopted by Board: 4<sup>th</sup> August 2025



**BOARD DIVERSITY POLICY  
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<b>BOARD DIVERSITY</b>	<b>REV. NO</b>	<b>00</b>
<b>POLICIES &amp; PROCEDURES</b>	<b>ORI. DATE</b>	<b>04/08/2025</b>
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<b>REVISION HISTORY</b>		

<b>Rev. No</b>	<b>DCN No</b>	<b>Section</b>	<b>Page No.</b>	<b>Description of changes</b>	<b>Prepared by</b>	<b>Verified by</b>	<b>Approved by</b>	<b>Eff. Date</b>
00	011/25	-	-	- New policies and procedures	Finance Manager	HR Director & Financial Controller	Board of Director	04/08/25

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<b>SECTION 1: INTRODUCTION</b>		

PMCK Berhad (“PMCK” or “the Company”) and its subsidiaries (“the Group”), are committed to maintaining a diverse workplace as we recognise the benefits arising from board and employee diversity. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Company has the opportunity to benefit from all available talent.

## **1.1 Purpose**

1.1.1 The Diversity Policy (“Policy”) provides a framework for the Group and the Company, to improve its diversity at the Board of Director (“Board”) and key senior management level through: -

- i. sustaining a balanced mix of Board structure that involves both male and female representatives from different skills, competencies and experiences
- ii. developing a balanced mix for the Group’s future leadership succession;
- iii. embracing equal treatment and acceptance for the benefit of all stakeholders;
- iv. ensuring the selection, promotion, retention and development for all excluding any gender-based consideration;
- v. fostering mentorship and development opportunities for all identified candidates; and
- vi. cultivating a corporate culture and working environment which is free from harassment and discrimination.

1.1.2 In formulating this Policy, the Group takes cognisance of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad which requires the Company to have at least one female Director and the best practices recommended under the Malaysian Code on Corporate Governance (“MCCG”) to have at least 30% women Directors.

## **1.2 Scope**

1.2.1 This Policy applies to the Board and key senior management of the Group.

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<b>SECTION 2: RESPONSIBILITIES</b>		

## **2.1 The Board's Commitment**

The Board is committed to workplace diversity, focusing on supporting the representation of women in the composition of Board and Key Senior Management of the Group.

The Board, assisted by management, is responsible for developing strategies to meet the objectives of this Policy, as well as monitoring the progress of achieving the objectives.

## **2.2 Strategies**

The Group's diversity strategies include:

- recruiting from a diverse pool of candidates;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take into account the recruitment and selection;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development
- any other strategies the Board develops from time to time.

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<b>SECTION 3: MEASURE</b>		

To pursue the objectives of diversity, the Board will take into consideration the following measures:

- 3.1 The Nominating Committee (“NC”) and the Board shall nominate or appoint a diverse Board with a broad spectrum of perspectives, including but not limited to the educational background, gender, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity, and/or other commitments that the candidate will bring to complement the Board.
- 3.2 The NC is responsible for ensuring that board diversity objectives in particular gender diversity are adopted in the Board recruitment and succession planning processes. At a minimum, the Board shall comprise at least 30% of female directors.
- 3.3 The Group shall adopt a more accommodating boardroom culture and environment that is free from harassments and discrimination to attract and retain female participation at the Board level.

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<b>SECTION 4: MONITORING AND REPORTING</b>		

- 4.1 The Board, through the NC, monitors the scope and applicability of this Policy, from time to time.
- 4.2 In accordance with the applicable listing requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG in Annual Reports, the Group will make the relevant disclosure on its diversity policy and the proportion of women participation at the Board level.

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<b>SECTION 5: REVIEW OF THE POLICY</b>		

- 5.1 This Policy shall be reviewed by the Board, through NC as and when required, or when internal or external events warrants a more frequent review to be undertaken.