

BOARD DIVERSITY POLICY

1.0 Relevant Business Principle

Microlink Solutions Berhad (“MSB”) is committed to ensuring the highest standards of corporate governance, transparency and accountability.

2.0 Purpose

The Board Diversity Policy (“**the Policy**”) sets out MSB’s approach to diversity on the Board of Directors of MSB (“**Board**”).

3.0 Scope of Application

This Policy applies to the Board.

4.0 Policy Statement

- (a) MSB places great emphasis on diversity at its Boards as an essential element in maintaining its competitive advantage. A truly diverse board will include and make good use of differences in gender, skills, experience and background, in the areas of information technology, strategy, finance, business, legal, general management to name a few. MSB is committed to harnessing diversity in the key areas of gender, skills, experience and background in determining the optimal balance of size and mix to function effectively.
- (b) All board appointments are made on merit and will be considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender. He or she must meet the criteria of character, experience, integrity, competence and time to effectively discharge his or her respective roles as directors.
- (c) The Nomination Committee (“**Committee**”), on behalf of the Board, reviews and assesses the Board composition and is tasked with recommending potential candidates for directorship, annually reviewing the Board’s effectiveness with a view to determining the competencies, commitment, contribution and performance of each director, the Board as a whole, each of the Committees, and reviewing the Boards’ succession plans.
- (d) In reviewing the Board and Board’s composition, the Committee will assess and evaluate current diversity levels, identify gaps and thereafter make recommendation to the Board.

5.0 Strategies

MSB’s diversity strategies include:

- (a) reviewing succession plans to ensure an appropriate focus on diversity of gender, skills, experience and background;
- (b) identifying potential candidates for directorship from a diverse pool of candidates;
- (c) identifying specific factors within the nomination and selection processes to encourage diversity;
- (d) any other strategies the Board may develop from time to time.

6.0 Measurable Objectives

The Board will establish measurable objectives for achieving diversity on the Board and to assess those objectives annually.

7.0 Monitoring and Reporting

The Committee is (among other things) responsible for:

- formally assessing the appropriate mix of diversity, skills, experience and expertise required on the Board and assessing the extent to which the required skills are represented on the Board;
- making recommendations to the Board in relation to Board succession, to maintain an appropriate mix of diversity, skills, experience and expertise on the Board; and
- reviewing and reporting to the Board in relation to Board diversity.

The Nomination Committee will:

- report to the Board on:
 - initiatives undertaken by the Board in relation to board Diversity and to achieve the measurable objectives;
 - progress in achieving the measurable objectives; and
- make recommendations to the Board regarding the measurable objectives.

The Board must, at least annually, assess the measurable objectives and progress in achieving the measurable objectives.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding the Policy and the targets and the measures taken to meet those targets.