



DXN HOLDINGS BHD.

Registration No.: 199501033918 (363120-V)

GENDER DIVERSITY POLICY

VERSION : 1.0
APPROVED BY : NOMINATION AND REMUNERATION COMMITTEE
APPROVAL DATE : 14 MAY 2024
EFFECTIVE DATE : 14 MAY 2024
AUTHOR : SUSTAINABILITY DEPARTMENT



Table of Contents

1. DEFINITIONS.....	1
2. INTRODUCTION.....	3
3. PURPOSE	3
4. RESPONSIBILITIES	3
5. EVALUATION	4
6. REPORTING	4
7. POLICY GOVERNANCE	4
8. KEY CONTACTS AND OTHER INFORMATION	5



1. DEFINITIONS

For the purpose of this Policy, the following definitions and interpretations shall apply in this Policy: -

Associates	<p>An external party with whom the Group has established or plans to establish some form of business relationship. This includes vendor, suppliers, contractors, sub-contractors, consultants, agents, outsourcing providers, representatives and other intermediaries who are performing work or services for or on behalf of the Group.</p> <p>Associate (in relation to a person) is defined in the Malaysian Anti-Corruption Commission (MACC) Act 2009 to mean the following: -</p> <ul style="list-style-type: none">(a) any person who is a nominee or an employee of such person;(b) any person who manages the affairs of such person;(c) any organisation of which such person, or any nominee of his, is a partner, or a person in charge or in control of, or has a controlling interest in, its business or affairs;(d) any corporation within the meaning of but not limited to the Companies Act 2016 [Act 777], of which such person, or any nominee of his, is a director or is in charge or in control of its business or affairs, or in which such person, alone or together with any nominee of his, has or have a controlling interest, or shares to the total value of not less than thirty per centum of the total issued capital of the corporation; or(e) the trustee of any trust, where:-<ul style="list-style-type: none">(i) the trust has been created by such a person; or(ii) the total value of the assets contributed by such person to the trust at any time, whether before or after the creation of the trust, amounts, at any time, to not less than twenty per centum of the total value of the assets of the trust. <p>Notwithstanding the above definitions, DXN distributors are independent distributors and the relationship between DXN and its independent distributors shall in no way fall within the above definition of Associates.</p>
Board	Board of Directors of DXN
CEO	Chief Executive Officer of DXN
CFO	Chief Financial Officer of DXN
Company or DXN	DXN Holdings Bhd.



Gender Diversity Policy

Directors	Directors of DXN including independent and non-independent directors and executive and non-executive directors
Employees	All individuals directly employed by DXN whether on permanent, contractual or temporary basis
EXCO	Executive Committee of DXN
GGRM	Group Governance and Risk Management Department of DXN
GFD	Group Finance Department of DXN
GHR	Group Human Resources Department of DXN
Group or DXN Group	DXN and subsidiaries, collectively
KSM	Key Senior Management of DXN. A person, who in the opinion of DXN, is one who generally holds highest level of management responsibility and decision-making authority within the Group and must include a person who is primarily responsible for the business operations of the Company's core business and principal subsidiaries. Essentially, KSM is a member of the C-Suite or persons as identified as KSM.
NRC	Nomination and Remuneration Committee of DXN
Operational area PIC	Refers to the head of the operational area allocated responsibility for ensuring compliance with a specific obligation
RMC	Risk Management Committee of DXN
Third Parties	Any individuals or organisation that an associate may come into contact with during engagement with DXN and includes actual and potential clients, customers, suppliers, vendors, business contacts, agents, advisors, government and public bodies including their advisors, representative and officials.



2. INTRODUCTION

- 2.1 DXN Group is committed to and recognizes the benefit of gender diversity.
- 2.2 To the extent practicable, the Group will address the recommendations and commentary provided in the Malaysian Code on Corporate Governance (“MCCG”) which was issued in 2021.
- 2.3 This Gender Diversity Policy provides guidelines to the Group in providing a diverse workplace as DXN Group recognizes the benefits arising from board and employee diversity.
- 2.4 Diversity includes, but not limited to, gender, age, ethnicity and cultural background.
- 2.5 This policy does not form part of an employee’s contract of employment with the Company or its subsidiary, nor does it give rise to contractual obligations.

3. PURPOSE

- 3.1 The Gender Diversity Policy provides a framework for the Group to achieve:
 - 3.1.1 a diverse and skilled workforce, leading to continuous improvement in service and achievement of Company goals;
 - 3.1.2 career development opportunities and improved employment for women;
 - 3.1.3 a workplace that values and utilizes the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity.

4. RESPONSIBILITIES

4.1 The Board’s Commitment

- 4.1.1 The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in the composition of Board of the Company.



Gender Diversity Policy

4.1.2 The Board, assisted by management, is responsible for developing strategies to meet the objectives of the Gender Diversity Policy, and monitoring the progress of achieving the objectives through the monitoring, evaluation and reporting mechanisms as listed in 5 and 6.

4.1.3 The Board, through the Nomination and Remuneration Committee (“NRC”), will conduct all Board appointment process in a manner that promotes gender diversity.

4.2 Strategies

4.2.1 The Group’s diversity strategies include:

- a) recruiting from a diverse pool of candidates for female positions;
- b) reviewing succession plans to ensure an appropriate focus on gender diversity;
- c) identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity;
- d) any other strategies the Board develops from time to time.

5. EVALUATION

5.1 The Board, through the NRC, will monitor the scope and applicability of this policy, from time to time.

6. REPORTING

6.1 In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG 2021 in the Annual Reports, the Company will disclose in the Annual Report, the proportion of woman participation at Board and Senior Management level.

6.2 The board discloses in its annual report the Company’s policy on gender diversity for the board and senior management.

7. POLICY GOVERNANCE

7.1 Any requirement for modifications and/or amendments shall be deliberated and any recommendation for revision shall be highlighted by the NRC to the Board for approval.



DXN Holdings Bhd.
Registration No. 199501033918 (363120-V)

Gender Diversity Policy

- 7.2 This Policy shall be reviewed as and when necessary, in accordance with the needs of the Group by the Board in association with the NRC and shall thereafter be shared with the stakeholders through the appropriate channels.

8. KEY CONTACTS AND OTHER INFORMATION

- 8.1 The following are key contacts in respect of this Policy:
- Sustainability Manager:
- 8.2 If you have any concerns regarding specific breaches of this Policy, you can contact the above, or refer to the process for raising concerns regarding unethical business conduct, as set out in the Code of Conduct and Ethics and Whistleblowing