



OPPSTAR BERHAD
(Company No. 202101031391 (1431691-M))
(Incorporated in Malaysia)

DIVERSITY POLICY

1.0 INTRODUCTION

Oppstar Berhad (“Oppstar” or “the Company”) recognises that board diversity and inclusivity brings new perspectives and insights to challenge management and enhance decision making for the Company.

2.0 PURPOSE

This policy aims to set out the approach to achieve diversity on the Board of Directors (“Board”) of the Company.

3.0 POLICY STATEMENT

- 3.1 The Nomination Committee (“NC”) will consider the benefits of having various aspects of diversity, including but not limited to skills, experience, gender, age, race, social, educational and professional background as well as culture, personality and other relevant factors in achieving a diversified Board.
- 3.2 All Board appointments will be based on merit and objective criteria and with due regard for diversity in skills, knowledge, experience and independence to ensure a rounded and effective Board in achieving sustainable business operations and enhancing shareholders value.
- 3.3 The NC is also responsible for the selection and appointment of Directors and the review of the succession plan and assessing the performance of Directors.
- 3.4 In order to enhance the Board’s gender diversity, the Board will strive to achieve at least 30% female representation on the Board. The composition and diversity profile of the Board will be reported annually in the Company annual report.

This Policy was adopted by the Board on 10 March 2023. The NC will discuss any revisions that may be required and recommend any such revisions to the Board for approval from time to time.