



**SPRITZER BHD**

Registration No. 199301010611 (265348-V)  
(Incorporated in Malaysia)

**BOARD AND SENIOR  
MANAGEMENT  
DIVERSITY POLICY**

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## **BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY**

### **1 The Purpose**

This Policy sets the approach to promote and achieve inclusion and diversity on the Board of Directors and Senior Management of Spritzer Bhd.

The Company takes cognisance of the best practice recommended under the Malaysian Code on Corporate Governance to have at least 30% female directors.

### **2 Policy Statement and Measurable Objectives**

The Company recognises the benefits of possessing a balance of skill set, experiences, expertise, competencies and diversity of perspectives appropriate for the strategies of the Company. The Company believes diversity enhances Board and Management discussions and improves the decision-making process. In designing the Board and Management compositions, diversity will be considered from various aspects, including and not limiting to gender, age, culture, ethnicity, professional qualification, competency, work experience, skills and industry knowledge and experience.

The Nomination Committee is responsible for reviewing, assessing and recommending Board composition, recommending Board refreshment and conducting annual evaluations of the Board, Board Committees and Individual Directors.

In reviewing Board refreshment and composition, the Nomination Committee will consider the benefits of diversity, including and not limiting to those described above, and to maintain an appropriate balance of skills, experiences, knowledge and competencies of the Board and the Board Committees.

In assessing and reviewing the composition and effectiveness of the Senior Management, the Board's Executive Committee shall accord due consideration to gender diversity, mix of skills, core competencies and other relevant qualities of the Senior Management Team.

### **3 Review of this Policy**

The Nomination Committee shall review this Policy from time to time in the light of new best practices and new legal and regulatory requirements. The Board will also monitor its implementation to ensure its continued effectiveness.

This Policy was revised and adopted by the Board on 30 May 2022.