

BOARD DIVERSITY POLICY

Purpose

The Board Diversity Policy (the “**Policy**”) sets out the approach to diversity on the Board of Directors (the “**Board**”) and the executive level which reports directly to the Board (“**Senior Management**”) of PESTECH International Berhad (“**Company**” or “**PESTECH**”).

Policy statement

The Board does not discriminate on the basis of ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background or physical ability nor does it have any in its process to recruit or retain its members or Senior Management. There is no specific target on the composition in terms of gender, age or ethnic of its Board members or members of Senior Management.

The Policy is aligned with the Company’s objective, values and principles. PESTECH’s strategic intent for Board and Senior Management diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering PESTECH’s strategy. The Policy is centered on the following initiatives:-

- identifying and balancing the different skills and industry experience, background, gender and age of Directors and Senior Management personnel;
- retaining Directors and Senior Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective;
- providing a safe and healthy environment for the views of Directors and Senior Management to be heard and their concerns attended to and where bias, discrimination and harassment on any matter are not tolerated; and
- the Board’s Nomination Committee reviews and assesses the composition of the Board and Senior Management and makes recommendations on the appointment of new Directors and Senior Management personnel. The Nomination Committee is tasked with the following responsibilities:-
 - fulfill the diversity requirement as stated in the Malaysian Code on Corporate Governance from time to time.
 - take into consideration the benefits that flow from diversity and to appoint candidates based on merit and without prejudice, when reviewing the composition of the Board and Senior Management;
 - consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors; and
 - develop measurable objectives to implement the Policy and for monitoring progress towards the achievement of these objectives.

Measurable Objectives

The Nomination Committee is tasked to discuss the measurable objectives for achieving diversity on the Board and Senior Management on an annual basis, and recommend them to the Board for adoption.

Monitoring and Reporting

Disclosure will be made in the corporate governance section of the PESTECH Annual Report in line with the promulgations of the Malaysian Code on Corporate Governance and the Listing Requirements of the Bursa Malaysia Securities Berhad pertaining to the Company's Board and Senior Management diversity policy.

Revision to Policy

This Policy shall be reviewed by the Board regularly to ensure the Policy remains relevant and viable to meet the needs of the Company. Any revision to the Policy shall be approved by the Board.

Administrative Matters

The Nomination Committee will review regularly and assess the effectiveness of the Policy. Any amendment(s) to this Policy shall be reviewed by the Nomination Committee and any recommendation(s) shall be approved by the Board.

The Policy will be held in custody of, and filed by, the Company Secretary of PESTECH.

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