



# LAC MED BERHAD

Registration No. 202401049485 (1595329-H)

## **GENDER DIVERSITY POLICY**

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## **1.0 PURPOSE**

This Policy sets out LAC Med Berhad and its group of subsidiary companies (“LAC Group” or “the Group”) commitment on its gender diversity matter.

It provides a framework for the Group to improve career development opportunities for women and to strengthen women representation in the Board’s composition.

## **2.0 SCOPE OF THE POLICY**

This Policy governs the disclosures, reporting and compliance of gender diversity in accordance to Listing Requirements of Bursa Malaysia Securities Berhad and Malaysian Code on Corporate Governance including any amendments thereto that may be made and enacted from time to time.

## **3.0 PROCEDURES**

3.1 The Board of Directors of LAC Med Berhad (“the Board”) is responsible for developing strategies to meet the objectives of the Gender Diversity Policy and monitoring the progress of achieving the objectives.

3.2 The Group’s gender 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 accounts the recruitment and selection processes to encourage gender diversity;
- (d) any other strategies to be developed from time to time.

3.2 The Nomination and Remuneration Committee will monitor the scope and applicability of the Gender Diversity Policy.

3.4 The Company will disclose in the Annual Report, the proportion of women participation at the Board level.

## **4.0 REVIEW OF POLICY**

The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

The Gender Diversity Policy has been approved by the Board on 9 May 2025.