

**REV ASIA BERHAD**  
(Company No. 916943-W)

**A. PURPOSE**

The purpose of this Diversity Policy (“Policy”) is to set out the Board’s approach to promote diversity in the Company and all subsidiary companies within the Group, hereinafter referred to as “the Group”.

Diversity in this context covers gender, age, ethnicity, cultural background and religious belief. Diversity also encompasses the ways people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

This Diversity Policy is firmly aligned with the achievement of the Company’s business objectives, values and principles.

**B. OBJECTIVES**

The Company is committed to manage diversity, which may result from a range of factors including age, gender, ethnicity, nationality, cultural background or other personal factors, as a means of enhancing the Company’s performance by recognising and utilising contribution of diverse skills and talents from its directors, officers and employees.

**C. POLICY STATEMENT**

Building a diverse and inclusive culture is essential to Rev Asia Berhad’s (“Rev Asia” or the “Company”) success to enable the Company to respond to Malaysia’s diverse customer base. A truly diversified Board can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company’s strategies as set out in this Policy.

**1. Board of Directors**

- Identifying potential candidates and balancing the mix of skills, expertise and industry experience, gender, age, ethnicity, commitment (including time commitment) and backgrounds of Directors in the recruitment and selection process;
- Retaining Directors based on merit, in the context of skills, time commitments and experience, in order for the effective functioning of the Board;

- The Nominating Committee (“NC”) has to consider the following responsibilities:
  - To take into consideration the benefits from boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board’s composition;
  - To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
  - To implement this Policy and to monitor progress towards the achievement of these objectives; and
  - In relation to recruitment of director/board member, the NC is entrusted by the Board to identify potential candidates by seeking applications from suitably qualified individuals; and/or engaging external consultants that will present diverse candidates.
  - The NC will evaluate the mix of skills, experience, expertise and diversity of the existing Board that will best increase the Board's effectiveness. Consideration is also given to meeting the balance of independent Directors on the Board.
  - Upon identifying the appropriate candidate to be appointed as director or board member, the NC will make its recommendations to the Board for approval.

## **2. Officers and Employees**

In line with promoting diversity in the workplace, the Board has established the following procedures:

- (i) All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff.
- (ii) There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (iii) The settings of the remuneration levels of the officers and employees regardless of age, gender, ethnicity, cultural background or other personal factors without bias.
- (iv) All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Company's needs

and be determined based on skills and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

### **3. Remuneration and Promotion**

- (i) The Company will act honestly and without bias when setting the remuneration levels of our employees and directors regardless of age, gender, ethnicity, cultural background or other personal factors.
- (ii) All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

### **4. Trainings**

- (i) All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

## **D. WORKPLACE DIVERSITY PRINCIPLES**

The Company is committed to workplace diversity ensuring that we value and respect our differences and that our workplace is fair, accessible, flexible and inclusive and free from discrimination.

Promoting workplace diversity is everyone's responsibility and includes:

- practising and promoting behaviour consistent with the Company's Code of Conduct;
- respecting different ways of thinking and using our employees' different perspectives to improve business outcomes;
- treat each other with respect and dignity;
- provide a safe, secure and healthy workplace;
- make decisions genuinely based on equity and fairness;
- value the diversity of people; and
- take appropriate action to eliminate discrimination.

## **E. CONCERNS OR COMPLAINTS**

Any employee, who feels that they are being discriminated against or believes another employee is not complying with our policy, has the right to complain and have action taken. Complaints can be brought to the attention of their supervisor or other managers.

All complaints will be treated seriously, and will be investigated. Confidentiality will be maintained as far as is appropriate and possible.

People will not be victimised in any way for making a complaint, nor for acting as a witness for someone who complains.

**F. MEASURABLE OBJECTIVES**

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

**G. MONITORING AND REPORTING**

Disclosure of the diversity of the board composition and workforce will be made in the Company's Annual Report.

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Approved by the Board of Directors on 26 February 2018.