

	GENDER DIVERSITY POLICY	Document Name	Policy
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GENDER DIVERSITY POLICY

1. Objectives

Gender diversity is an essential measure of good governance, is a critical attribute of a well-functioning structure and contributing to the sustainable development of **INTEC ENERGY (IE)**. It enhance decision-making capability and a diverse management is more effective in dealing with organizational changes.

This Policy provides a framework for **IE** to achieve:

- a) A diverse and skilled force, leading to continuous improvement and achievement of corporate goals;
- b) A workplace culture characterized by inclusive practice and behaviours for the benefit of all staff;
- c) Improved employment and career development opportunities for women;
- d) A work environment that values and utilizes the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of benefits of workforce diversity and successful management of diversity, and
- e) Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity

2. Policy Statement

IE believes in diversity and values the benefits that diversity can bring to its Management Level Positions. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink, and ensures the Company has the opportunity to benefit from all available talent. The promotion of a diverse departments makes prudent business sense and promotes better corporate governance based on governance documents.

IE seeks to maintain a departments (under senior management) comprision talented and dedicated managers mix of skills, expertise, experience, gender, age and independence. The diversity collectively represented on the departments should reflect the diverse nature of the business environment in which **IE** operates.

IE is committed to a merit based system for departments composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination.

3. Senior Management's Responsibility

- To support the workplace diversity, with a particular focus on supporting representation of women in the composition of departments of **IE**.

Prepared by	Approved by
ESG Manager	CEO



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- The Senior Management is responsible for developing strategies to meet the objectives of the Gender Diversity Policy, and monitoring the progress of achieving the objectives.
- Hence, to pursue the objective of gender diversity, these following measures are to be taken into consideration:
 - a) The HR Sub-Working Group (under Sustainability Committee) is responsible in ensuring that gender diversity objectives are adopted in recruitment and succession planning process.
 - b) The HR Sub-Working Group (under Sustainability Committee) will shortlist the potential women candidate based on the following criteria:
 - Skills, knowledge, expertise and experience;
 - Professionalism;
 - Integrity
 - c) **IE** shall adopt a more accommodating boardroom culture and environment that is free from harassments and discriminations, in order t attract and retain women participation on the Board.
 - d) To avoid mismatch and ineffective appointment of the female managers, **IE** does not set any specific target for female managers and experts in the Gender Diversity Policy and will actively work towards having more female employees.

4. Strategies

IE 's diversity strategies include:

- a) Recruiting from a diervse pool of candidate for female positions;
- b) Reviewing succession plans to ensure an appropriate focus on gender diversity;
- c) Identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity;
- d) Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, work place development programs, mentoring programs and targeted training and development (if necessary); and
- e) Any other strategies the Board develops from time to time.

5. Review of the Policy

HR Working Sub-Group (under Sustainability Committee) will review this Policy from time to time to assess its effectiveness in promoting a diervse departments which include an appropriate number of employees. The target will be defined in Human Resources Management Plan. Any revisions to the Policy as recommended by Sustainability Committee to the Board for consideration and approval.

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