

MCE HOLDINGS BERHAD

Registration No. 201501033021 (1158341-K)
(Incorporated in Malaysia)

BOARD DIVERSITY POLICY

MCE Holdings Berhad (“**MCE**”) believes in diversity and values the benefits that diversity can bring to its board of directors (“**the Board**”). Diversity promotes the inclusion of different perspective and ideas, mitigates against groupthink and ensures that MCE has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

MCE seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which MCE operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status. In particular, the Board has set a policy that at least one (1) member of the Board will of the female gender

MCE is committed to a merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, MCE will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

This Policy is adopted on 1 November 2018.

This Policy was last reviewed on 26 September 2025.