



MEDIA CHINESE INTERNATIONAL LIMITED

世界華文媒體有限公司

(Incorporated in Bermuda with limited liability)

(Malaysia Company No. 200702000044)

(Hong Kong Stock Code : 685, Malaysia Stock Code : 5090)

BOARD DIVERSITY POLICY

1. Objective

This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (“Board”).

The Policy is aligned with the Company’s objectives and principles. It provides a framework for the Company to achieve a diverse and skilled workforce at the Board level and lead the Board to be more effective in dealing with corporate goals and organizational changes. The Policy focuses on identifying and balancing the different skills and industry experience, background, gender and age of Directors in achieving gender diversity on the Board.

In adopting the Policy, the Board is also committed to achieve improved employment and career development opportunities for women in the workplace, including the diversity at Senior Management level.

2. Principles

The Company continuously seeks to maintain the highest standards of corporate governance and recognises the benefits of diversity in the boardroom. The Company endeavours to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives that are appropriate to the Company’s businesses and in order for the Board to be effective.

Board diversity can be considered from a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, expertise, knowledge and length of service. The appointments of Board members will continue to be made on a merit basis, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

As part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors, the Nomination Committee (“NC”) will consider the balance of skills, experience, independence and knowledge on the Board and the diversity representation of the Board.

3. Gender Diversity Policy

The Board acknowledges the importance of gender diversity at Board level as it is one of the essential elements contributing to the sustainable development of the Company.

To avoid any mismatch and ineffective appointment of the female Directors, the Company does not set any specific target on the gender composition of the Board. The Board shall ensure the women and men candidates have equal opportunities in the selection of new members of the Board.

This Policy shall also apply to members of senior management to support participation of women in decision-making positions.

4. Measurable objectives

The NC, among other duties as stated in its terms of reference, is responsible for reviewing and assessing the Board composition on behalf of the Board and identifying suitable candidates qualified to become Board members. In addition to the requirements listed in its terms of reference, NC shall ensure the gender diversity objectives are considered in making recommendations to the Board pertaining to the Board recruitment and succession planning processes.

NC shall review annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

The Company shall adopt a more accommodating boardroom culture and environment that is free from harassments and discriminations, in order to attract and retain women participation on the Board.

5. Disclosure, monitoring and reviewing of the Policy

A summary of this policy together with the measurable objectives set for implementing this policy, and the progress on achieving these objectives will be disclosed in the corporate governance report of the Company's annual report ("CG Report"). NC will report the Board's composition under diversified perspectives in the CG Report annually. The Board will also review this Policy, as appropriate, to ensure its continued effectiveness.

(This Policy is revised and approved by the Board in 24 November 2021.)