



SAPURA RESOURCES BERHAD (3136-D)

BOARD DIVERSITY POLICY

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1. INTRODUCTION

This Policy aims to set out the approach for achieving diversity for the Sapura Resources Berhad's ("SRB") Board of Directors ("Board").

To the extent applicable, the Company will address the recommendations and commentary provided in the Malaysian Code of Corporate Governance 2017 ("MCCG 2017").

2. OBJECTIVES

The Board recognises that board diversity is an essential element in supporting the attainment of its strategic objectives.

SRB's Board diversity policy is to endeavour that a number of aspects including but not limited to professional experience, skills and knowledge, gender, educational background, ethnicity, cultural and age are considered in designing the Board's composition. The diversity is to ensure that there are necessary range of perspectives, experience and expertise required to achieve effective stewardship and management.

The Board believes that a diverse and inclusive board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity and gender, which will ensure that SRB retains its competitive advantage.

3. MEASURABLE OBJECTIVES

The Board will ensure that the selection of candidates for directorship will be based on professional experience, skills and knowledge, gender, educational background, ethnicity, cultural and age. The ultimate decision, however, will be based on merit and contribution that the selected candidate will bring to the Board.

In this regard, the Board Nomination and Remuneration Committee (“BNRC”) is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions. The BNRC will consider the benefits of diversity in order to maintain an optimum mix of skills, knowledge and experience on the Board. BNRC will continue to focus on diversity when identifying and recommending new candidates for Board.

The BNRC will discuss and agree periodically on all measurable objective for achieving diversity on the Board and recommend them to the Board for adoption. .

The Board maintains the pursuit of its target of 30% representation of women on board, in line with the country’s aspirational target of 30% representation of women on board and also to enhance the diversity of the Board.

4. MONITORING AND REPORTING

The Board will report annually in the Corporate Governance Statement on the Board’s diversity based on the abovementioned aspects and monitor the implementation of this Policy.

5. REVIEW OF THIS POLICY

The BNRC will review this Policy, from time to time, to ensure the implementation of this Policy and to assess the effectiveness of this Policy.

6. DISCLOSURE OF THIS POLICY

This Policy will be published on SRB’s website for public information.