



# **IJM PLANTATIONS BERHAD (133399-A)**

## **BOARD DIVERSITY POLICY**

### **Purpose**

The Board Diversity Policy (“the Policy”) sets out the approach to achieve diversity on the Board of Directors (“Board”) of the Company.

### **Introduction**

IJM Plantations Berhad (“the Company” or “IJMP”) recognises that Board diversity enhances decision making capability and quality of the Board’s performance. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

### **Policy**

The Company believes that a truly diverse Board will leverage differences in perspective, knowledge, skill, industry experience, background, age, ethnicity, race and gender between the Directors, and these differences will be considered in determining the optimum composition of the Board.

The selection of candidates for Directors will be based on a range of diversity perspective, including but not limited to gender, age, cultural, educational background, ethnicity, professional experience, skills and knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

In line with the Malaysian Code of Corporate Governance 2017 on gender diversity, and in supporting the Government’s target for women to fill 30% or more of the decision-making positions in corporate Malaysia, the Board will identify an additional suitably qualified woman director by year 2018, and endeavour to meet the 30% women directors on the Board as soon as practicable.

In identifying candidates for appointment of Directors, other than relying on the recommendations from the existing Board members, Management and/or major shareholders, the Board (through the Nomination and Remuneration Committee (“NRC”)) will also explore independent sources to identify suitably qualified candidates.

### **Responsibility and Review**

The NRC is responsible for reviewing and assessing the composition and performance of the Board annually via the Board Evaluation, as well as recommending the appointment of new Directors.

The NRC will review the Policy periodically, and discuss any changes that may be required and recommend any such changes to the Board for consideration and approval.

### **Disclosure**

The Policy will be published on the Company’s website for stakeholders’ information.