



CRITICAL HOLDINGS BERHAD

(Registration No. 202201031781 (1477478-K))
(Incorporated in Malaysia)

GENDER DIVERSITY POLICY

POLICY STATEMENT

Critical Group of Companies is committed to gender diversity. The policy is to provide a framework for the Group to improve career development opportunities for women and to strengthen women representation in the composition of board.

SCOPE OF THE POLICY

This Policy governs the disclosures, reporting and compliance of gender diversity in accordance to ACE Market Listing Requirements of Bursa Malaysia Securities Berhad and Malaysian Code of Corporate Governance including any amendments thereto that may be made and enacted from time to time.

PROCEDURES

1. The Board is responsible for developing strategies to meet the objectives of the Gender Diversity Policy and monitoring the progress to achieve the objectives.
2. The Group's gender diversity strategies include:
 - (a) recruiting from a diverse pool of candidates for female positions;
 - (b) reviewing succession plans to ensure an appropriate focus on gender diversity;
 - (c) identifying specific factors to take into accounts the recruitment and selection processes to encourage gender diversity;
 - (d) any other strategies to be developed from time to time.
3. The Nominating Committee will monitor the scope of the Gender Diversity Policy.
4. The Company will disclose in the Annual Report, the proportion of women participation at Board level.

REVIEW OF THE POLICY

The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.