

# BOARD DIVERSITY POLICY

## 1. OBJECTIVE

The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the Board of Directors of NOVA WELLNESS GROUP BERHAD (the “Board”).

## 2. SCOPE

This Policy applies to the Board of Nova Wellness Group Berhad (“NOVA” or the “Company”).

## 3. DEFINITION

Diversity in a boardroom can be broadly categorised into the following elements:

- Skills, expertise and experience
- Gender
- Age
- Independence

## 4. POLICY STATEMENT

- 4.1 The Company believes in diversity and values the benefits that diversity can bring to its Board. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and promotes better corporate governance.
- 4.2 The Company seeks to maintain a Board comprising talented and dedicated Directors with a diverse mix of skills, expertise, experience, gender, age and independence.

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- 4.3 The Company is committed to appointing or retaining Directors based on merit, in the context of skills, time commitment, experience and performance, in order for the Board to be effective.
- 4.4 The Board will periodically assess the skills, expertise, experience, gender, age and independence of its directors in light of the needs of the Board.
- 4.5 The Nomination Committee will review this Policy periodically to assess its effectiveness in promoting a diverse Board which includes an appropriate number of women directors.
- 4.6 The Company is committed to providing a conducive environment for the views of Board members to be heard, their concerns attended to, where bias, discrimination or harassment on any matter is not condoned.

## **5. MEASURABLE OBJECTIVES**

On an annual basis, the Nomination Committee shall discuss the implementation of this Policy and recommend measures on its implementation to the Board for adoption.

## **6. MONITORING AND REPORTING**

Disclosure will be made in the corporate governance statement of the Company's Annual Report. The Annual Report will include a summary of this Policy in line with the Recommendations of the Malaysian Code on Corporate Governance.

## **7. ADMINISTRATIVE MATTERS**

On an annual basis, the Nomination Committee shall review and assess the relevance and effectiveness of the Policy. Any requirement for amendment shall be deliberated upon by the Committee and any recommendations for revisions shall be highlighted and proposed for the Board's consideration and approval, as the case may be.

## **8. DISCLAIMER**

The Company reserves the right to amend this Policy from time to time.

**This Policy has been approved by the Board of Directors for adoption with effect from September 1, 2020.**