WINTECH®

Wintech Group of Companies:

Wintech Metal Berhad
Wintech Metal Processing Sdn Bhd
Wintech Worldwide Sdn Bhd

Gender Diversity Policy

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Reviewed By:	**Approved By:**
HR MANAGER	CEO

1. INTRODUCTION

Guideline 5.10 of the Malaysian Code on Corporate Governance (“MCCG”) recommends that the board of directors should establish a policy formalising its approach on gender diversity for the board and senior management. The Board of Directors of Wintech Metal Berhad (“Company”) (“Board”) through the Nomination Committee of the Company (“NC”) should take steps ensure that women candidates are sought as part of its recruitment exercise. The Board should explicitly disclose in the Company’s annual report its gender diversity polices for the Board and Key Senior Management.

“Key Senior Management” refers to a person, who in the opinion of the Company, is the key senior management of the Company and its subsidiaries (”Group”) and must include a person who is primarily responsible for the business operations of the Company’s core business and principal subsidiaries.

The Company takes cognisance of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad (“Listing Requirement”) which requires the Company to have at least 1 female Director and the best practices recommended under the MCCG to have at least 30% women Directors.

2. OBJECTIVES

2.1 The objectives of this Policy are to:

(a) Provides a framework for the Company to improve its gender diversity at the Board and Key Senior Management level.
(b) Enhance the performance of the organisation by recognising and utilising the contributions of diverse skills and talents.
(c) Promote a diverse and inclusive culture that reflects the realities of society and strengthens strategy formulation and risk management.
(d) Ensure that all appointments are made based on merit, with due regard for diversity in skills, experience, age, cultural background and gender.

2.2 The Company acknowledges the importance of promoting gender diversity at the Board and Key Senior Management level and will actively work towards having more female Directors on the Board and Key Senior Management.

2.3 Diversity encompasses various areas such as ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background and physical ability. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately.

2.4 In assessing the Board and Key Senior Management’s composition and Board effectiveness, the Board shall accord due consideration to gender diversity, required mix of skills, experience, independence and other qualities, including core competencies, commitment, integrity and/or other commitments to the Board.

3. INITIATIVES

3.1 This Policy is premised on the following initiatives:

(a) To foster an inclusive culture - involving both men and women in fostering an inclusive culture that upholds the central principle of meritocracy.

(b) To improve talent management - embedding diversity initiatives into the broader talent management processes in order to support the development of all talent, including an increase in the representation of women in management roles.

(c) To develop a work environment and equitable culture that values and utilises the contributions of employees from diverse backgrounds, experiences and perspectives through awareness of the benefits of workforce inclusivity and diversity and successful management of diversity.

(d) To create awareness in all employees of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity.

4. RESPONSIBILITIES

4.1 The Board maintains oversight and responsibility for the Group's gender diversity policy and objectives, and has delegated responsibility for monitoring the progress of achieving the objectives of this Policy and the selection of Directors and Key Senior Management to the NC.

4.2 The NC proactively reviews the diversity objectives set by the Board and monitors the Company's progress in meeting the standards and terms outlined in this Policy through the following actions:

(a) identifying and balancing the different skills and industry experience, background, gender and age of Directors and Key Senior Management personnel;

(b) retaining Directors and Key Senior Management personnel based on merit, in the context of skills, time commitment and experience, in order for the Board and Management to be effective while also considering the requirements on diversity; and

(c) review and assess the composition of the Board and Key Senior Management and make recommendations on the appointment of new Directors and Key Senior Management personnel.

4.3 The NC is tasked with the following responsibilities:

(a) To take into consideration the benefits that arise from diversity and without prejudice, to also appoint candidates based on merit when reviewing the composition of the Board and Key Senior Management; and

(b) To consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

5. DISCLOSURE

The Board will disclose its gender diversity policy and the percentage of women participation at the Board level in the Company's annual reports in compliance with Rule 15.25 of the Listing Requirements stipulates that the Company must ensure its Board provides an overview of the application of the principles set out in the MCCG in the Company's annual report

6. REVIEW OF POLICY

6.1 This Policy was adopted by the Board on 29 September 2025 and is made available on the Company's website at https://www.wintech.com.my/.

6.2 The NC shall review this Policy from time to time and make the necessary amendments taking into consideration the needs of the Group as well as any changes to the MCCG, Listing Requirements or any other regulatory requirements to ensure that it continues to remain relevant and appropriate.

6.3 Any amendments to this Policy shall be tabled to the Board for approval and made available on the Company's website.