




DIVERSITY, EQUITY AND INCLUSION POLICY

DECEMBER 2021

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	Document Title	Diversity, Equity and Inclusion Policy
	Version	1.0
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	Process Owner	HR Engagement & Governance

INTRODUCTORY STATEMENT

In April 2020, the Malaysian Code on Corporate Governance (“MCCG”) was revised and includes the participation of women in decision-making positions does not only apply to board positions alone but should be extended to members of senior management. Guideline 5.10 of MCCG clearly states as follows:

“The participation of women in decision-making positions should not be focused on board positions alone but should be broadened to include members of senior management as the same benefits apply. Thus, the board should establish gender diversity policies to support the participation of women on the board as well as senior management.”

In this regard and based on the above principle, Bursa Malaysia Berhad (“Bursa”) not only acknowledges the importance of participation of women in senior management but also recognises the significance of diversity, equity and inclusion in attaining effective strategic objectives to enhancing sustainable growth and development and in promoting better corporate governance within the Group.

This philosophy is also in line with Board Diversity Policy statement and in accordance with Paragraph 15.08A(3) of the Main Market Listing Requirements (“MMLR”) of Bursa Securities.

“the policy on board composition having regard to the mix of skills, independence and diversity (including gender diversity) required to meet the needs of the listed issuer;”

Bursa believes in recognising and retaining high performance, talented and dedicated employees with the required merits, knowledge, experience, expertise, competencies, professionalism, integrity and ability in discharging their responsibility and capability in contributing to the organisation.

This policy will be aligned with the **United Nations Guiding Principles on Business and Human Rights** to address the implementation and protection of human rights against risk of discrimination with particular attention to the rights and needs of, as well as the challenges faced by our employees.

Supporting the **UN Sustainable Development Goal** on gender equality, this policy also supports Bursa’s agenda on **Women’s Empowerment Principles (WEP)**.

The selection and appointment of employees and Senior Management shall take into account merits, skills, knowledge, expertise, experience, professionalism and integrity regardless of their gender, ethnicity and age with the objective of maximising the performance, efficiencies and effectiveness of the organisation.

In summary, Bursa expresses its commitment to maintain a balanced diversity, equity and inclusion as set out in the **Diversity, Equity and Inclusion Policy** statement below:-

DIVERSITY, EQUITY AND INCLUSION POLICY

INTRODUCTION

Diversity, Equity and Inclusion is an essential element to measure good corporate governance of an effective and well-functioning organisation and cultivating a sense of belonging for everyone. Bursa Malaysia Berhad (“Bursa”) embraces Diversity, Equity and Inclusion Policy (“Policy”) to ensure that the organisation is steered by a diverse group of employees in terms of age, ethnicity and gender.

At Bursa, diversity refers to all the attributes or characteristics that make individuals different from each other which includes, but is not limited to age, gender, experience, education, background, expertise, origin, disability, race, nationality, culture, language and perspectives.

Meanwhile, equity is the act of promoting justice, impartiality and fairness within the procedures, processes, programme and distribution of resources in ensuring equal possible outcomes for every individual.

In this context, inclusion is the practice of ensuring that employees feel a sense of belonging in Bursa and behaviours to respond to people in order to ensure that individual needs are met and they feel included, engaged and connected within workplace activities.

SCOPE AND APPLICABILITY

This policy is applicable to all levels of employees of Bursa Malaysia including such persons who are on contract, secondment, apprenticeship, attachment or any persons by whatever description under the supervision of Bursa Malaysia and its group of companies whether remunerated or otherwise. The philosophy outlined in this Policy applies across the Bursa’s business for ensuring the successful promotion of all aspects of the Policy and appropriate behaviour in the workplace.

A diverse group of employees shall be able to provide the necessary range of perspectives, experience and expertise required in promoting better corporate governance to enhance prudent business decision-making processes and to ensure sustainable growth.

Effective implementation of the policy will enable the organisation to be better equipped to respond to challenges that may arise and deliver value which solicits multiple perspectives and is free of conscious or unconscious bias and discrimination.



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PRACTICING DIVERSITY, EQUITY AND INCLUSION IN ALL ASPECTS

In line with of the above philosophy, Bursa shall support the promotion of all aspects of the Policy and apply them in overall people practices at work for all levels inclusive Board and Senior Management including but not limited to career opportunities, training and development, recruitment, compensation and benefits, talent identification, retention, performance management, promotions, job assignments, succession planning and engagement activities.

Employees are to be treated fairly and respectfully and ensure that they are not judged by their gender, age, race, religion cultural background, ethnicity or disability. Discrimination, harassment, victimisation will not be tolerated at Bursa. Any breach of the Policy may subject an employee to disciplinary action up to termination of service after due inquiry in accordance with Group Disciplinary Policy.

REVIEW AND ASSESSMENT

Bursa will continue to focus on diversity, equity and inclusion and its benefits when assessing and reviewing the effectiveness of its objectives of the Policy by:

- i. periodically measure progress of the Policy accordingly through regular reporting & analysis, and as and when the need arises;
- ii. ensuring that the measurable objectives are remain effective and relevant for Bursa; and
- iii. ensuring DEI is applied in overall people practices for all levels inclusive Board and Senior Management without regard to their gender, age, race, religion, cultural background, nationality, ethnicity or disability.

Any changes to this Policy shall be submitted for deliberation and approval.