

UCREST BERHAD (the “Company”) (420056-K)
(formerly known as Palette Multimedia Berhad)

Gender Diversity Policy

1. INTRODUCTION

The Company recognises the important of workplace diversity and is committed and to the extent practicable, will address the recommendation and commentary of the Malaysian Code on Corporate Governance 2012 (“**MCCG 2012**”). recommends that the Board should establish a policy formalising its approach to boardroom and workplace diversity. The Board is pleased to set out below its policy and approach to gender diversity as stated below.

2. PRINCIPLES OF THE GENDER DIVERSITY POLICY

Diversity encompasses various areas such as gender, age, ethnicity and cultural background and the Board firmly believe that a well diversify workplace could benefit the Company to achieve:-

- (a) a good morale between the workforce that leads to a healthy work culture where employees motivate each other to perform at a higher level;
- (b) With a gender-diverse workforce, the company can expand its customer base and offer better services;
- (c) improved employment and career development opportunities for women;
- (d) A gender-balanced team brings with it greater industry knowledge and helps the company access more resources, as well as multiple channels of information; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

3. RESPONSIBILITIES

A. Boardroom Diversity

Through its Nomination Committee (“NC”), the NC will review and assess the Board composition on behalf of the Board and recommends the appointment of new Directors. In reviewing the Board’s composition, the NC will consider the benefits of all diversity aspects, in order to maintain an appropriate range and balance of skills, experience and background on the Board. In identifying suitable candidates for appointment to the Board, the NC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board. NC will also take steps to ensure women candidate are sought as part of its recruitment exercise.

B. Workplace Diversity

Workplace diversity will be the Board's responsibility and assisted by the management team. The Board will adopt the following strategies in achieving its workplace diversity by:-

- (a) Create a team that prioritize and celebrates diversity;
- (b) identifying specific factors to take into account of the recruitment and selection processes to encourage diversity;
- (c) Family friendly working environment that take into account the role of women employee that also a mother to her own children;
- (d) Accommodating and recognising the importance cultural celebrations and sensitivity of different ethnic group of employees; and
- (e) Any other strategies that may be developed from time to time that the Board may think fit that help to promote workplace diversity.

4. MONITORING

The Board, through NC, will monitor the scope and applicability of this policy, from time to time on the progress of achieving the objectives.

5. REPORTING

Pursuant to the ACE Market Listing Requirements of Bursa Securities on the disclosure of Statement on Corporate Governance based on the MCGG 2012 in the Annual Report, the Board will disclose in the Annual Report its gender diversity policies and the proportion of women participation at Board level.