



ALLIANCE BANK

Group Board Gender Diversity Policy

31 January 2023



1. Purpose of this Policy

The purpose of this Board Gender Diversity Policy is to set out the Bank's approach in achieving gender diversity on the Board of Directors of Alliance Bank Malaysia Berhad and its regulated subsidiaries in line with the best practices set out in the Malaysian Code on Corporate Governance issued ("MCCG") by the Securities Commission of Malaysia.

** regulated subsidiaries refers to subsidiaries of ABMB which are licensed under Bank Negara Malaysia and/or the Securities Commission.*

2. Policy Statement

The Board takes cognisance of the board gender diversity recommendations set out in the MCCG.

In identifying suitable board candidates for appointment, the Board, through the Group Nomination & Remuneration Committee, will ensure that women candidates are given priority consideration in the selection and recruitment process of Directors towards achieving the gender diversity target of 30% women participation.

While it is important to promote board gender diversity, the normal selection criteria based on an effective blend of competencies, skills, extensive experience and knowledge to strengthen the Board should remain a priority.

3. Monitoring and Reporting

The Board shall disclose the Bank's board gender diversity in the corporate governance disclosure section of the annual report.

4. Update and Review

This policy shall be reviewed as and when necessary to ensure its effectiveness.