



**ALLIANCE BANK**

## **Group Board Gender Diversity Policy**

27 October 2024



## **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 ("MCCG") issued 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 and at the same time, maintaining the effectiveness of the Board.

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**

The review of this document is undertaken by Group Corporate Secretarial once every two (2) years or as and when required.

<b>Issue Date:</b> 27 October 2024	<b>Page 2</b>	<b>Version No:</b> 2.2/2024
<b>Next Review Date:</b> 27 October 2026		