ADVANCE INFORMATION MARKETING BERHAD ("AIMB")
DIVERSITY POLICY

1. PURPOSE & OBJECTIVE

This Diversity Policy sets out the principle for the Board of Directors ("Board") and senior management diversity in AIMB and its subsidiaries ("the Group") to promote diversity and avert limited 'groupthink' or 'blind spots' in the decision-making process. This will help in increasing the talent pool, boost morale and motivation, and range of perspectives, experience, and expertise in our human resources.

2. PRINCIPLE

2.1 To apply this Policy, besides considering the existing criteria and merit, the Group shall take into account the diversity in skills, experience, age, cultural background and gender when appointing and employing the directors, senior management and employee.

2.2 In accordance with Rule 15.02(1)(b) of ACE Market Listing Requirements, AIMB must ensure that at least one (1) Director is a woman.

2.3 The Group shall also apply this Diversity Policy in the retention, compensation and benefits, and succession planning practices to provide equitable career advancement and opportunities to all individuals in the Group.

3. VIOLATION OF POLICY

The Group focuses on fair treatment of all employees without regard to their gender, age, race, religion and cultural background, ethnicity, or disability. Stakeholders who know of any violations of this Policy shall report the breach following the provision under the Group's Whistleblowing Policy. Individuals who violate this Policy may face disciplinary action.

4. REVIEW AND DISCLOSURE

The Board shall endeavour that the Board and senior management's gender diversity policies are supported by concrete action numerical targets and a mechanism to track performance against these targets.

Periodically, the Board shall monitor the progress and achievement of this Policy and review and update this Policy to ensure it remains relevant to the current regulatory requirements, corporate governance best practices, and disclosure requirements.

This Policy was reviewed and approved by the Board of Directors of the Company on 21 August 2026.