SRKK AI BERHAD (FORMERLY KNOWN AS SRKK TECHNOLOGY SDN. BHD.)

Registration No.: 202101023109 (1423409-A)

GENDER DIVERSITY POLICY

1. INTRODUCTION

SRKK AI Berhad *(formerly known as SRKK Technology Sdn. Bhd.)* ("SRKK" or the "Company") recognises that gender diversity, together with equitable representation at the Board of Directors of the Company ("Board") level, is an essential element of good governance and a critical attribute of a well-functioning Board and for maintaining a competitive advantage. A diverse Board enhances decision-making capability and is more effective in dealing with organisational changes.

The Company takes cognisance of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad which requires the Company to have at least one (1) female Director and the best practices recommended under the Malaysian Code on Corporate Governance ("MCCG") to have at least 30% female Directors.

2. OBJECTIVE AND PRINCIPLES

This Gender Diversity Policy ("this Policy") provides a framework for the Company to improve its gender diversity at the Board and key senior management level and the organisation.

The Company remains committed to promoting gender diversity at the Board and key senior management levels and will continue to take proactive steps to enhance female representation where appropriate.. To avoid any mismatch and ineffective appointment of female Directors and key senior management, the Company does not set any specific target for female Directors and key senior management in this Policy.

In assessing the Board and key senior management's composition and Board effectiveness, the Board shall accord due consideration to gender diversity, required mix of skills, experience, independence and other qualities, including core competencies, commitment, integrity and/or other commitments to the Board.

3. MEASURES

To pursue the objectives of gender diversity, the Board will take into consideration the following measures:

a. The Nomination Committee ("NC") and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspectives including but not limited to the educational background, age, ethnicity, skills, knowledge, experience, expertise, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.

b. The NC is responsible for ensuring that gender diversity objective is adopted in the Board recruitment and succession planning processes.

c. The Company shall adopt a more accommodating boardroom culture and environment that is free from discrimination to attract and retain female participation at the Board level.

d. The Company will undertake the following strategies to promote its gender diversity at the Board and key senior management level:

- recruiting from a diverse pool of candidates for female Directors and key senior management;
- reviewing succession plans to ensure an appropriate focus on gender diversity;
- ensuring a balance of gender, ethnicity, age and professional background;
- identifying specific factors to take into account in the recruitment and selection processes to encourage gender diversity; and
- any other strategies the Board may develop from time to time.

4. REVIEW AND DISCLOSURE

a. This Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the MCCG.

b. The Board will review this Policy from time to time to ensure that this Policy remains relevant and viable to meet its objective.

This Policy (Version No. 1) was reviewed and adopted by the Board of Directors of the Company on 21 July 2025.