

**PERDANA PETROLEUM BERHAD**

Company No. 372113-A  
(Incorporated in Malaysia)

**GENDER DIVERSITY**

**POLICY**

**23 AUGUST 2018**

<b>PERDANA PETROLEUM BERHAD</b> (Company No. 372113-A) <b>Gender Diversity Policy</b>	<b>Effective Date</b>	<b>23 August 2018</b>
	<b>Revision No.</b>	-
	<b>Revision Date</b>	-

## 1. Introduction

Perdana Petroleum Berhad (“PPB” or the “Company”) believes in diversity and values the benefits that diversity can bring to its board of directors (the “Board”) and Senior Management. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that the PPB Group has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

## 2. Objective

To foster gender diversity at all levels of the PPB Group.

## 3. Policy

- (a) The PPB Board, assisted by PPB management, is responsible for devising and implementing strategies to achieve the Group’s gender diversity objectives, monitoring the representation of women at all levels of the organisation and assessing the progress against measurable gender diversity objectives set by the Board.
- (b) The measurable gender diversity objectives (Measurable Objectives) set by the Board are to:
  - (i) foster an inclusive culture - involving both women and men in fostering an inclusive culture that upholds our central principle of meritocracy;
  - (ii) improve talent management - embedding diversity initiatives into our broader talent management processes in order to support the development of all talent, and to increase the representation of women in management roles; and
  - (iii) enhance recruitment practices - hiring the best person for the job, which requires the consideration of a broad and diverse pool of talent.
- (c) The PPB Board will annually:
  - (i) set gender representation targets in relation to the Measurable Objectives; and
  - (ii) assess the Measurable Objectives and progress to achieving the gender representation targets set by the Board.
- (d) The PPB Board maintains oversight and responsibility for the PPB Group’s gender diversity policy and objectives, and has delegated responsibility for the selection of PPB directors to the Nomination Committee.
- (e) To comply with the Listing Requirements of Bursa Securities Malaysia Berhad on disclosure of the application of the best practice of the Malaysian Code on Corporate Governance in respect of the Company’s policies on gender diversity, its targets and progress against the Measurable Objectives in the Company’s Annual Report in relation to the PPB Board and senior management of the PPB Group.

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#### 4. Revisions and Updates

This Gender Diversity Policy was approved and adopted by the Board of Directors of the Company effective from 23 August 2018. It is to be reviewed by the Board as required. Any intervening changes or additions will be by way of circular.

Confirmed by

- Signed -

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 Chairman  
 Signed for & on behalf of the  
 Board of Directors of **Perdana Petroleum Berhad**