

HWA TAI INDUSTRIES BERHAD GROUP DIVERSITY, EQUITY AND INCLUSION POLICY

Policy

Hwa Tai Industries Berhad is committed to promoting, nurturing and preserving a culture of diversity, equity and inclusion within the Group.

Our human capital is the Group's most treasured asset. The summation of the individual differences, experiences, knowledge, resourcefulness, expressiveness, unique skills and talent that our employees contribute in their work represents a significant part the Group's culture, reputation and achievement.

We embrace and foster our employees' differences in age, colour, disability, ethnicity, marital status, gender identity, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, seniority, and other characteristics that make our employees unique.

Hwa Tai Group's diversity initiatives are applicable but not limited to our practices and policies on recruitment, remuneration, benefits, compensation, training, promotions, transfers, social programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of diversity, equity and inclusion that promotes and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity and equity.

All employees of Hwa Tai Group have a responsibility to treat each other with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site and at all other company-sponsored events.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

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Employees who believe they have been subjected to any kind of discrimination that conflicts with the Group's Diversity, Equity and Inclusion policy should seek assistance from his / her supervisor. However, if the complainant is not comfortable speaking to the supervisor or not satisfied with the supervisor's response, the complainant is encouraged to speak to the Head of Human Resources Department or anyone in management whom the complainant feels comfortable with.

The supervisor / Head of Human Resources Department / manager must then assist the complainant to submit a written complaint to the Group Chief Executive Director or the Chairman who will, as soon as reasonably possible, nominate an appropriate investigation officer who is without any conflict of interest. The investigation officer shall with the assistance, where appropriate, of other individuals in the organisation, investigate the complaint and prepare a written report containing the findings of the investigation and reasons for the judgement. The report will be passed to the Group Chief Executive Director and the Chairman. The Group Chief Executive Director / the Chairman will decide what action to take and ensure the management takes into account recommendations contained in the investigation report to prevent the conduct from continuing or occurring in the future and takes appropriate actions to remedy any harm or loss arising from the conduct.

Review

The Board of Directors can modify this Diversity, Equity and Inclusion Policy at any time without notice. Modification may be necessary, among other reasons, to maintain compliance with laws and regulation and / or accommodate organisational changes within Hwa Tai Group. This Diversity, Equity and Inclusion Policy was approved by the Board of Directors on 24 November 2021.