

**ANCOM BERHAD (Company No.: 8440-M)  
(Incorporated in Malaysia)**

## **DIVERSITY POLICY**

### **INTRODUCTION**

The Board of Directors (“Board”) of Ancom Berhad (“Company”) acknowledges the importance of building an organisation that emphasises equal opportunity for all, regardless of age, ethnicity and gender. A diverse mix of personnel offers greater depth and breadth compared to homogenous groups, leveraging differences in perspective, knowledge, regional and industry experiences and cultural and geographical background, which will ensure that the organisation retains its competitive advantage.

Notwithstanding the above, knowledge, character, experience, integrity, competence and ability to effectively carry out responsibilities within a role shall be the foremost consideration in promoting employees. The role of the organisation shall be to provide equal opportunity for individuals that possess the necessary abilities to pursue career advancement, without being hindered by unfair discrimination.

In light of the above, the Board has not set out any measurable targets within this Diversity Policy (“Policy”), as the progress of promoting diversity depends on the pool of available candidates with the necessary skills, knowledge and experience at any given time.

### **SCOPE**

This Policy shall apply to the Company and its subsidiaries (“Group”), excluding the associates. This Policy does not cover the associates as the Board does not have control over the operations, management and internal control systems of these associates.

### **OBJECTIVE**

This Policy sets out the framework which aims to:

- Build a workplace culture which provides equal playing ground for all, prioritising merit of the individual regardless of social constructs such as age, ethnicity, gender, marital status or other considerations unrelated to work performance;
- Improve quality of the workforce by drawing on and successfully managing the multiple viewpoints, backgrounds and skillsets that come with a diverse pool of employees; and
- Encourage an inclusive culture and strengthen awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

### **APPLICATION OF THE POLICY**

The Policy shall manifest in the following manner:

- (a) When recruiting to fill vacancies, including at Board-level or Senior-Management level, the Remuneration and Nomination Committee of the Board (“R&N Committee”) and Management may draw from various sources which shall include independent recruiters, public vacancy advertisements, membership of professional bodies as well as recommendation from the Board or existing employees.

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- (b) The R&N Committee, together with Management, shall review and update succession plans to ensure that candidates are not denied opportunities based on unfair considerations.
- (c) Management shall develop programs to develop a broader pool of skilled and experienced candidates for Senior Management and Board membership, such as workplace development programs, mentoring programs and targeted training and development.
- (d) The Board may also develop strategies to encourage application of this Policy from time to time.

**MONITORING AND REPORTING**

With the exception of Board-level issues, Management is responsible for designing and implementing measures that are consistent with this Policy.

Board-level issues in relation to this Policy shall be the responsibility of the R&N Committee.

Both the R&N Committee and Management shall report regularly to the Board on its actions and progress pursuant to this Policy.

The Board reserves the right to review and/or amend this Policy in accordance with the values of the Group, regulations and other factors that may come into play in subsequent periods.

**REVIEW OF THE POLICY**

This Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. The R&N Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

This Diversity Policy has been adopted by the Board of Directors on 26 July 2018.