

EWEIN BERHAD

Company No: 200601023136 (742890-W)

DIVERSITY, EQUITY AND INCLUSION POLICY

Introduction

Diversity, Equity and Inclusion is an essential element to measure good corporate governance of an effective and well-functioning organisation and cultivating a sense of belonging for everyone. Ewein Berhad and its group of companies ("Ewein") embraces the Diversity, Equity and Inclusion Policy ("Policy") to ensure that the organisation is steered by a diverse group of employees in terms of age, ethnicity and gender.

At Ewein, diversity refers to all the attributes or characteristics that make individuals different from each other which includes, but is not limited to age, gender, experience, education, background, expertise, origin, disability, race, nationality, culture, language and perspectives.

Meanwhile, equity is the act of promoting justice, impartiality and fairness within the procedures, processes, programme and distribution of resources in ensuring equal possible outcomes for every individual.

In this context, inclusion is the practice of ensuring that employees feel a sense of belonging in Ewein and behaviours to respond to people in order to ensure that individual needs are met and they feel included, engaged and connected within workplace activities.

Scope and applicability

This policy is applicable to all levels of employees of Ewein whether remunerated or otherwise. The philosophy outlined in this Policy applies across Ewein's business for ensuring the successful promotion of all aspects of the Policy and appropriate behaviour in the workplace.

A diverse group of employees shall be able to provide the necessary range of perspectives, experience and expertise required in promoting better corporate governance to enhance prudent business decision-making processes and to ensure sustainable growth.

Effective implementation of the policy will enable the organisation to be better equipped to respond to challenges that may arise and deliver value which solicits multiple perspectives and is free of conscious or unconscious bias and discrimination.

Practicing diversity, equity and inclusion in all aspects

In line with of the above philosophy, Ewein shall support the promotion of all aspects of the Policy and apply them in overall people practices at work for all levels inclusive Board and Senior Management including but not limited to career opportunities, training and development, recruitment, compensation and benefits, talent identification, retention, performance management, promotions, job assignments, succession planning and engagement activities.

Employees are to be treated fairly and respectfully and ensure that they are not judged by their gender, age, race, religion cultural background, ethnicity or disability. Discrimination, harassment, victimisation will not be tolerated at Ewein. Any breach of the Policy may subject an employee to disciplinary action up to termination of service.

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DIVERSITY, EQUITY AND INCLUSION POLICY**Review and assessment**

Ewein will continue to focus on diversity, equity and inclusion and its benefits when assessing and reviewing the effectiveness of its objectives of the Policy by:

- i. periodically measuring progress of the Policy accordingly through regular reporting & analysis, as and when the need arises;
- ii. ensuring that the measurable objectives remain effective and relevant for Ewein; and
- iii. ensuring diversity, equity and inclusion is applied in overall people practices for all levels inclusive of Board and Senior Management without regard to their gender, age, race, religion, cultural background, nationality, ethnicity or disability.

The Diversity, Equity and Inclusion Policy has been adopted by the Board on 25 February 2023.