

**1. PURPOSE**

This policy is intended to address the diversity policies of Systech Bhd (“the Company”) and its subsidiaries (the “Group”).

**2. BOARD DIVERSITY POLICY**

The Board is diligent in maintaining the appropriate balance of skill, knowledge, professional background and experience in its succession planning. Looking forward at upcoming requirements and identifying potential gaps; appointing the best individuals is critical in ensuring a high level of compliance and governance. The correct Board mix is also crucial for the success of the Group.

This policy expresses the Board’s commitment to ensure transparency and diversity in making appointments to the Board (and Board Committees) based on principles of non-discrimination; regardless of race, ethnicity, gender, age, disability, religion or belief. The Board also upholds the promotion of fair participation and equal opportunity in embracing a spirit of inclusion for all individuals of the right calibre.

The Board endeavours to identify training and development programs for its members to better face the dynamic and ever-changing business landscape.

The Board assesses its compliance with the policy through the annual Board effectiveness review.

**3. EMPLOYMENT POLICY**

The Group takes an inclusive approach to diversity in its employment and promotion of individuals.

As a corporate body headquartered in a multi-ethnic country and with business dealings across the region, the Group values equality and non-discrimination. Equal opportunities and fair consideration in employment, career development and promotion is given to all individuals regardless of race, ethnicity, gender, age, disability, religion or belief.

Employees are given opportunities to work across functions, across geographies and interact with co-workers within the Group. The Group encourages its employees to adopt the same inclusive, diverse and non-discriminatory culture as it does.

This Policy was adopted by the Board on June 2020.

**END**