



Feytech Holdings Berhad

Registration No. 202301013791 (1507713-V)

Non-Discrimination and Diversity Policy

Policy & Guidelines

Adopted by Board: 19th August 2024

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| POLICY and PROCEDURE | | | |
| Ref No: | EXT/BLP | | |
| Applicable To: | All directors and employees of Feytech Holdings Berhad and its subsidiaries | | |
| Revision No: | Version 1.0 | Effective Date: | 19 th August 2024 |

1. INTRODUCTION

Feytech Holdings Berhad (“**Company**”) and its subsidiaries (“**Group**”) acknowledges the importance of maintaining a non-discriminative and diverse working environment where a merit-system is upheld.

2. OBJECTIVE

The objective of this Policy is to set out the Group’s policies on non-discrimination and diversity, including for its Board of Directors (“**Board**”) and Senior Management, as well as for its employees in general.

3. POLICIES

- (i) The Group adopts a non-discrimination policy where the Group does not discriminate anyone based on race, religion, gender, age, disabilities, or nationality.
- (ii) The Group upholds equal opportunities in its employment practices (such as recruitment and termination, remuneration, training, promotion, and disciplinary actions), decisions of which shall be merit-based.
- (iii) The Group will strive to promote diversity amongst its Directors and employees by upholding the principles of non-discrimination and equal opportunities.

4. GENDER DIVERSITY AT THE BOARD AND AMONG SENIOR MANAGEMENT

- (i) Pursuant to Paragraph 15.02(b) of the Main Market Listing Requirements, the Board shall comprise at least one (1) woman Director at the Board.
- (ii) In relation to Practice 5.9 of the Malaysian Code on Corporate Governance which promotes a Board composition of at least 30% women Directors, the Board is committed to upholding the principles of non-discrimination and equal opportunities in its Board nomination and selection process. The Board believes that such an approach will lead the Board towards a diverse Board and meeting the 30%-woman Board composition.
- (iii) In relation to its Senior Management, The Group strives to achieve gender diversity amongst its Senior Management by upholding the principles of non-discrimination and equal opportunities in its employment practices and success planning programmes, such as in activities relating to recruitment, talent development, mentorship arrangements, and appraisals and promotions.

5. REVIEW

This Policy shall be reviewed periodically or at least once in three (3) years.

This Policy is approved by the Board of the Company on 19th August 2024.