

<b>COMPANY</b>	Eversendai Corporation Berhad	<b>DEPARTMENT</b>	Human Resource and Administration
<b>TITLE</b>	Equal Opportunity policy	<b>DOCUMENT TYPE</b>	Policy
<b>REF. NO.</b>	ECB(HRM)025PY1	<b>REV. NO.</b>	00
<b>ORIGINATOR</b>	Premnath Kumaran	<b>APPROVER</b>	Tan Sri A K Nathan
<b>POSITION</b>	Group HRAD Director	<b>POSITION</b>	Executive Chairman & Group Managing Director

## EQUAL OPPORTUNITY POLICY

Eversendai Corporation Berhad and all its subsidiaries (hereinafter referred to as Eversendai) are committed to being equal opportunity employers and strictly prohibit discrimination and harassment of any kind towards all stakeholders. This policy is applicable to all personnel working for Eversendai or on behalf of Eversendai in any capacity, including employees at all levels, directors, officers, workers, consultants, contractors, subcontractors, suppliers, and volunteers.

Eversendai's employment decisions are solely based on business needs, work requirements, job descriptions, and qualifications of merit. Eversendai does not discriminate against anyone based on the following:

- ❖ Nationality, Race/Ethnic Origin
- ❖ Age, Gender, Marital Status
- ❖ Religion, Caste, Color, Creed
- ❖ Financial Status/Social Status
- ❖ Family Background/Status
- ❖ Physical Appearance
- ❖ Political Affiliation

except for compliance with international, legal, and other requirements of the country in which Eversendai's business operations are located.

Eversendai strictly prohibits all forms of harassment, including sexual harassment, physical harassment, mental harassment, victimization, vilification, undue work pressure, neglect, verbal abuse, non-verbal abuse, bullying, mobbing, violence, cultural/religious abuse, a hostile or intimidating work environment, indirect pressure to abandon work, personal intimidation/insult, racist remarks, etc.

Eversendai does not encourage or engage in any act of discrimination and harassment, and disciplinary proceedings will be initiated against any stakeholder violating this policy.

As a Public Listed Company on the Kuala Lumpur Stock Exchange, Eversendai operates under several policies for conducting business in an ethical and transparent manner, including:

- ❖ Recruitment Policy
- ❖ Code of Conduct
- ❖ Anti-Bribery and Corruption Policy
- ❖ Whistleblowing Policy
- ❖ Anti-Slavery and Human Trafficking Policy

This documented Eversendai Equal Opportunity policy shall be periodically reviewed for control effectiveness and continual improvement, meeting objectives and targets. It will be displayed appropriately, made available to all relevant stakeholders, communicated in the appropriate language, and provided in training for their understanding, acceptance, and compliance.

### Eversendai Corporation Berhad

*Tan Sri A K Nathan*

**Tan Sri A K Nathan**  
**Executive Chairman & Group Managing Director**  
**Effective Date: 03 Jun.2024**