

**JCBNEXT BERHAD**  
**EMPLOYEE DIVERSITY POLICY**

**A. Introduction**

The Group is committed to create and maintain an inclusive workplace that celebrates diversity, recognising that a diverse and skilled workforce contributes to the Group's success and achievement of business objectives.

Managing diversity involves valuing and recognising the unique contributions employees offer to the Group because of their individual background, skills, experiences and perspectives. Diversity may result from a range of factors including gender, age, ethnicity, cultural background or other personal factors.

**B. Procedures**

The Board of Directors ("the Board") assisted by the Management, is responsible for developing strategies to meet the objective of the Policy, and monitoring the progress of achieving the objectives through the monitoring and evaluation mechanism.

While it is important to promote diversity in terms of gender, age and ethnicity, the Group would take into consideration the following diversity strategies but not limited to:

- a) recruiting from a diverse pool of candidates for all positions, including senior management;
- b) identifying specific factors to take into account of the recruitment and selection processes to encourage diversity; and
- c) any other strategies the Board develops from time to time.

The Group will not set any fixed targets around age, gender and ethnicity, but will actively work towards having the appropriate diversity based on the strategies outlined above.

**C. Measurable Objectives**

The Group encourages diversity in employment as a means of ensuring the Group has an appropriate mix of skills and talent to conduct its business and achieve the Group's goals. The Group will provide equal opportunities in respect to employment and employment conditions, including:

- a) **Hiring:** The Board will ensure appropriate criteria based on diverse skills, experience and perspectives is used when hiring new staff. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process where it deems necessary.
- b) **Training:** All internal and external training opportunities will be based on merit and in light of the Group's and individual needs. The Board will consider senior management training and executive mentoring programs to develop skills and experience to prepare employees for senior management and Board positions.

- c) Career Advancement: All decisions associated with career advancement, including promotions, transfers, and other assignments, will be based on meeting the Group's needs and determined on performance and merit.

**D. Monitoring and Reporting**

The Board, through the Nomination Committee, will monitor the scope and applicability of this policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives.

**E. Review**

The Board, through the Nomination Committee, will review the Employee Diversity Policy from time to time, which will include an assessment of the effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

The Policy has been approved by the Board of Directors on 29 August 2018.