



LOBETRONICS TECHNOLOGY BERHAD

Registration No. 199601037932 (410285-W)
(Incorporated in Malaysia)

DIVERSITY POLICY

1. Definition

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

2. Objective

- 2.1 GTB Group acknowledges the value and contribution each individual brings to the workplace and appreciates the value of attracting and retaining employees from different backgrounds. GTB Group is committed to creating a working environment that is fair; promotes personal and professional growth and benefits from the capabilities of its diverse workforce.

We recognize that diversity in the Board, Senior Management and workforce is an essential measure of good governance and is a critical attribute of a well- functioning Board and organisation. A diverse Board and Senior Management enhances decision-making capability and is more effective in dealing with organisational changes. whereas tapping the resources of a diverse workforce utilizes the unique gift of each individual.

Our aim is to ensure that our business policies, procedures and behaviours promote diversity and create an environment where individual differences are valued.

2.2 The objectives of this Policy are as follows:

- a) To have a Board, Senior Management and workforce which is characterised by a broad range of viewpoints rather than just diversity in skills and experience; diversity in viewpoints would exist if there is diversity in skills, experience, knowledge, age, gender, nationality, ethnicity, culture, socio-economic and education backgrounds;
- b) To contribute to the sustainable development of the Group, and thus promotes the interests of all our stakeholders, particularly the long-term interests of our shareholders, fairly and effectively; and
- c) To ensure that our business policies, procedures and behaviours promote diversity and create an environment where individual differences are valued.

3. Scope

This policy applies to GTB Group Board of Directors and employees.

3.1 Our guiding principles with respect to diversity are:

- a) To treat all employees and prospective employees, fairly and equally regardless of their gender, age, culture/ethnicity, language and religious beliefs;
- b) To value diversity by maintaining a safe work environment and taking action against inappropriate workplace behaviour including discrimination, harassment, bullying and victimization;
- c) To make training, development, and progression opportunities available to all employees;
- d) To promote the recruitment of employees and directors impartially from a diverse field of suitably qualified candidates; and
- e) To encourage employees to treat everyone with dignity and respect.

3.2 Our approach to realizing the guiding principles includes:

- a) Setting measurable objectives for achieving diversity at different levels throughout GTB Group;
- b) Developing and implementing ongoing initiatives and programs to promote diversity across the organization; and
- c) Regularly reviewing our practices and procedures so that it is aligned with our guiding principles and promote the attainment of diversity.

4. Monitoring and Reporting

4.1 Pursuant to the Term of Reference of the Nominating Committee, the Nominating

- a) Assess the appropriate mix of diversity including independence and gender of the Board. The Committee will report to the Board on annual basis on the board diversity and make recommendations in relation to Board succession to maintain the appropriate mix of diversity;
- b) Assess the succession planning for CEO and senior management taking into account the challenges and opportunities the Group is facing and the skills and expertise needed in the future;
- c) Facilitate achievement of gender diversity policies and targets; and
- d) Review the structure, size and composition (including the skills, knowledge and experience) of the Board and make recommendations to the Board with regard to any change.

4.2 The Human Resources department will monitor, review and report (at least annually) to the Senior Management on the Group's progress with respect to this policy, including its progress against all measurable objectives introduced.

4.3 The Board will at least annually, assess the measurable objectives and the progress in achieving them.

4.4 Our annual report will contain details of the measurable objectives set in accordance with this policy and our progress towards achieving them. In addition, we will disclose in our annual report details of the proportion of women employees in our organisation, women in senior executive positions and women on our board.

4.5 References:

The policy is supported by various other policies, including

- Principles of Business Conduct
- Terms of Reference of Nominating Committee

5. Revision

5.1 Review of this policy will be done periodically by taking into consideration the needs of the Group as well as any development in local rules and regulations that may have an impact on this policy.

5.2 Any revisions to the Policy will be submitted to the Board for consideration and approval.

Reviewed and Approved by Board on 25 October 2022