



DIVERSITY, EQUITY, AND INCLUSION POLICY

1. INTRODUCTION

At Metrod Holdings Berhad ("Metrod"), we believe that having a diverse, fair, and inclusive workplace is key to good corporate governance and strong operations. Our Diversity, Equity, and Inclusion (DEI) Policy highlights our commitment to creating a work environment where everyone is valued, respected and empowered.

Diversity at Metrod includes a wide range of characteristics that make each person unique, such as age, gender, background, race, ethnicity, disability, nationality, culture, and perspectives. We see these differences as strengths that help us succeed together.

Equity means being fair in how we treat people and how we distribute resources. It involves creating systems and processes that give everyone the same chances and support to reach their full potential.

Inclusion is about making sure every employee feels like they belong and are valued. It means adapting our practices to meet different needs and ensuring everyone feels connected and respected at work.

2. SCOPE AND APPLICABILITY

This Policy applies to everyone connected to Metrod Holdings Berhad, and its subsidiaries including full-time employees, contract staff, seconded personnel, apprentices, and any other individuals under our supervision. The principles in this Policy are crucial to how we operate at all levels, including the Board and Senior Management.

A diverse workforce broadens our perspectives and improves our decision-making, leading to better corporate governance and sustainable growth. By following this Policy, Metrod aims to tackle and overcome challenges effectively and create a workplace free from bias and discrimination.

3. IMPLEMENTATION AND PRACTICE

Metrod is committed to integrating DEI principles into all our people practices, from hiring to career development, performance reviews, and promotions. Our approach includes:

- **Career Growth and Development:** Ensuring everyone has equal access to career advancement and professional development opportunities.
- **Recruitment and Talent Acquisition:** Using inclusive hiring practices to attract a diverse range of candidates.
- **Compensation and Recognition:** Offering fair pay and recognising the diverse talents and contributions of our employees.
- **Retention and Engagement:** Creating a supportive work environment that encourages long-term employee satisfaction and engagement.
- **Performance Management:** Evaluating and promoting employees based on merit and performance, without bias.

We do not tolerate any form of discrimination, harassment, or victimization. Any violation of this Policy may lead to disciplinary action up and including termination of employment after proper inquiry and investigation.

4. REVIEW AND ASSESSMENT

Metrod is committed to continually assessing our DEI efforts. We will:

- **Regularly Review Progress:** Conduct assessments and report on our progress.
- **Ensure Relevance:** Update our objectives as needed to keep them effective and aligned with Metrod's changing needs.
- **Promote Inclusivity:** Consistently apply DEI principles across all levels of the organization, including the Board and Senior Management.

Any changes to this Policy will be submitted to the Board for approval to ensure they continue to align with our DEI objectives and organizational values.