



RGT BERHAD

Registration No. 198101004909 (71024-T)
(Incorporated in Malaysia)

DISCRIMINATION POLICY

RGT Berhad and its subsidiaries shall not discriminate any employee because of a personal characteristic include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding
- marital status, whether married, divorced or widowed
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

All personnel who are responsible in employment (including hiring, salary, benefits, advancement, discipline, termination, retirement, promotion or implementing activities and programs) shall be based upon the individual's ability and not on the basis of their personal characteristics and required to support this effort that are brought to your attention and treat all employees fairly and with dignity to avoid any situation or action that could be construed as discrimination.

This Policy is approved by the Board of Director on 15 May 2025.

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