P: +603 6148 0890
F: +603 6148 0891
info@infolinegroup.com

INFOLINE TEC GROUP BERHAD 202101032489 (1432789M)
NO 53-3, Jalan PJU 5/20E, Pusat Perdagangan Kota Damansara,
47810 Petaling Jaya, Selangor.

"INFOLINE TEC" GROUP OF COMPANIES

STANDARD POLICY & PROCEDURE	EFFECTIVE **15 MAY 2024**	REV. NO. **0**
SUBJECT **GENDER DIVERSITY POLICY**		

1. INTRODUCTION

Infoline Tec Group Berhad ("**INFOLINE TEC**") and all its subsidiaries ("**COMPANY**" individually or "**THE GROUP**" collectively) are committed to ensuring gender, ethnicity and age diversity and no discrimination whatsoever in this respect is allowed throughout its entire organization, insofar as its human capital resources are concerned.

2. PURPOSE

The purpose of this Policy is to ensure that equal rights, regardless of the gender, ethnicity and age of the candidates (from its stable of blue-collar workers to white-collar staff and right through to its board of directors) are accorded when it comes to hiring, employment, promotion, job placement, etc within its organization.

3. SCOPE OF THE POLICY

By adopting this Policy, all officers of the Group involved in the hiring process, including the human resource personnel, nominating committee and remuneration committee, as the case may be, are strongly encouraged to be "gender, ethnicity and age blind" when it comes to evaluating the suitability of a candidate for any position in the organization.

Notwithstanding the above, the Group takes cognizance and recognizes the importance of employing candidates in possession of the necessary and relevant skill set, experience and credentials to ensure that the said candidate, if so employed, is able to contribute positively towards meeting the specific objectives of the intended employment and/or Infoline Tec's overall strategic intent.

Pursuant to the principle of "substance over form", Infoline Tec shall always be mindful to avoid the approach of simply employing a candidate merely to be seen as having satisfied the minimum representation from all societal segments in terms of gender, ethnicity or creed, but must always be cognizance to ensuring that any candidate being eventually employed into any position within the organization, is in fact adequately suited to contribute positively towards the well-being of the organisation.

P: +603 6148 0890
F: +603 6148 0891
info@infolinegroup.com
INFOLINE TEC GROUP BERHAD 202101032489 (1432789M)
NO 53-3, Jalan PJU 5/20E, Pusat Perdagangan Kota Damansara,
47810 Petaling Jaya, Selangor.

4. REVIEW OF POLICY

The Board of Directors should conduct a periodic review of this Policy and make any amendments as it may deem fit for compliance with the requirements of the Malaysian Code on Corporate Governance. Any requirement for amendment shall be deliberated and any recommendation for revisions shall be approved by the Board before adoption and implementation.

The latest copy of this policy shall be made available on the Company's website.