



MMS VENTURES BERHAD
Company No. 200401008621 (647125 - P)
(Incorporated in Malaysia)

Diversity Policy

1.0 Purpose

MMS Ventures Berhad (MMSV) acknowledges that diversity and inclusion drive innovation, creativity, and business success. This Policy sets out our commitment to foster a workplace where all Board Members, Senior Management and Employees are valued, respected, and empowered, regardless of their background.

2.0 Scope

This Policy applies to all Board Members, Senior Management, Employees (permanent and contract) and Interns of MMSV.

3.0 Policy Statement

3.1 Equal Opportunity

- MMSV provides equal employment opportunities to all, without discrimination based on age, gender, race, ethnicity, nationality, religion, disability, sexual orientation, marital status, or any other characteristic protected by Law.
- Hiring, promotion, training, and compensation decisions are based on merit, qualifications, and business needs.

3.2 Inclusive Culture

- MMSV strives to create an inclusive environment where everyone feels welcomed and empowered to contribute.
- Board Members, Senior Management and Employees are encouraged to engage in the open exchange of ideas, to challenge assumptions in a constructive manner, and to collaborate effectively across diverse teams.

3.3 Awareness & Education

- MMSV provides training and resources to help Board Members, Senior Management and Employees understand the importance of diversity, inclusion, and cultural competence.
- The Board Members and Senior Management lead by example, promoting fair practices and respectful behaviour.

3.4 Workplace Practices

- Flexible work arrangements, reasonable accommodations, and inclusive policies are implemented to support employees from diverse backgrounds.
- Recruitment practices are designed to attract a diverse pool of candidates.

3.5 Accountability & Reporting

- The Board Members and Senior Management are accountable for promoting diversity and inclusion within their teams.
- All stakeholders are encouraged to report concerns or incidents related to discrimination or exclusion through the whistle-blowing channel. Reports will be addressed confidentially and promptly.

4.0 Review & Monitoring

This Policy will be reviewed regularly to ensure it remains relevant and effective.

5.0 Approval

This Policy has been reviewed and approved by the Board of Directors on 13 April 2026.