



LIFTECH GROUP BERHAD

Registration No. 202301002993 (1496912-A)

DIVERSITY POLICY

LGB-COR-03

LIST OF REVISIONS

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LGB-COR-03			31 December 2025

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This Diversity Policy has been approved by the Board of Directors of the Company via a Directors' Written Resolution dated on 31 December 2025 and is made effective on 31 December 2025.

DIVERSITY POLICY

1. INTRODUCTION

Liftech Group Berhad (“Company”) and its subsidiaries (“Group”) acknowledge the importance of diversity in its workforce whereby gender diversity is a vital element in attaining effective strategic objectives of the Group, in enhancing sustainable growth and development and in promoting better corporate governance.

2. OBJECTIVES

This policy provides a framework for the Group to achieve:

- a) A diverse and skilled workforce with the highest standards of professionalism, accountability, integrity and competencies for the continuous improvement in the work place.
- b) A work place culture characterised by inclusive practices and behaviours for the benefit of all employees.
- c) Continuous Improvement in the employment opportunities and career development for women.
- d) A work environment that benefits, values and utilises the contributions of workforce with diverse background, experience and perspective is through improved awareness of the advantages of workforce diversity and successful management of workforce diversity.

3. PROCEDURES

In line with promoting diversity in the Board composition, senior management and workforce, the Group has established the following procedures:

3.1 The Board

The Group is committed to a merit-based approach and the requirements of the Board when assessing and identifying suitable candidates for Board’s appointment instead of merely achieving the objective of having a diversified Board. The Nomination Committee will review and assess the skills, expertise, experience, gender, age, ethnicity, time commitment and independence of its Directors to ensure their relevance and the efficiencies and effectiveness of the Board as a whole on an annual basis or as and when the need arises including its effectiveness in promoting a diverse Board composition which includes any appropriate number of woman Director(s).

3.2 Employees

All persons, regardless of age, gender and ethnicity with the appropriate experience and qualifications are considered equally in the process of selection of suitable candidates for the recruitment of new employees.

4. SCOPE

4.1 Independence

The Board comprises of a balanced composition of Executive Directors and Independent Non-Executive Directors so that there is a strong element of independence in the Board composition. The Nomination Committee will review the composition from time to time or as and when the need arises.

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4.2 Skills and Experience

The Board possesses a balance of skills appropriate for the business of the Group with considerably high level of experience and expertise. The Nomination Committee will review and assess the appropriate mix of diversity, skills, experience and expertise required on the Board annually and the extent to which the required skills are represented on the Board and to make the necessary recommendations to the Board.

4.3 Gender

The Company will evaluate suitable candidates for gender diversity on Board. The selection process via the Nomination Committee will be exercised with due care and careful assessment will be based on merits, skills, knowledge, appropriate experience and time commitment.

4.4 Ethnicity

The Company aspires to have a Board comprising member(s) of different ethnicity and who can contribute positively in respect of knowledge, experience and expertise.

5.0 MONITORING AND EVALUATION

The Board, through the Nominating Committee, will monitor the scope and applicability of this Policy for the Board and the senior management from time to time.

6.0 REVIEW AND AMENDMENTS

The Risk Management Committee will monitor compliance with this **Diversity Policy** and review this **Diversity Policy** periodically (in any event, at least once every 3 years) or where necessary to ensure that it continues to remain relevant and appropriate and taking into consideration changes in relevant rules and regulations.

Any amendments to this **Diversity Policy** shall be approved by the Board of Directors.

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