



NTPM Holdings Berhad is committed to establish and implement the following policy to the whole organization.

### NON-DISCRIMINATION POLICY

The company is committed to providing an environment that is free from discrimination in employment and opportunity.

The company shall not discriminate and shall take affirmative measures to ensure against discrimination in employment, recruitment, advertisement for employment, compensation, termination, upgrading, promotion, and other condition of employment against any employee or job applicant on the bases of race, color, religion, national or ethnic origin, age, sex, gender identity, sexual orientation, marital or parental status, disability, union member, political opinion, source of income, or status as a veteran in admission to, access to, treatment in, or employment in its programs and activities.

Be continually alert to identify and correct any practices by individuals that are at variance with the intent of the equal employment opportunity.

Thoroughly investigate instances of alleged discrimination and take corrective action if warranted.

Lee Chong Choon  
Chief Executive Officer