



9R LIMITED
(Company Registration No.: 199307300M)

9R LIMITED
NON-DISCRIMINATION,
DIVERSITY AND INCLUSION POLICY

Version Update: May 2023

NON-DISCRIMINATION, DIVERSITY AND INCLUSION POLICY (“NDI POLICY”)

This is 9R Limited’s (“**Company**”) NDI Policy, which shall apply to all employees of the Company and its subsidiaries (“**Group**”) and is communicated to the same through any practical means.

The Group does not condone any discrimination, victimization, harassment or bullying another employee for race, colour, religion, sex, gender identity, sexual orientation, national origin, age, disability or any other characteristic that is deemed to be alienate such employee (“**Discrimination**”) regardless the Discrimination took place in the Group’s workplace or not.

This NDI Policy will be reviewed in a timely manner to ensure it remains relevant and updated to the Group’s employment practices and is subject to change at any time at the discretion of the Company.

We believe the below commitments in this NDI Policy will foster a better workplace, thus empowering our employees to feel respected and valued, contributing to the Group’s shared success. The Group’s commitment to non-discrimination, diversity and inclusion is reflected below:

1. Non-Discrimination:

The Group has zero tolerance towards Discrimination and will take serious action against any employee found to be committing the same – regardless at the Group’s workplace or not.

2. Diversity:

The Group values diversity and recognises that it is a key component of a successful and thriving workplace and the recruitment processes do not have any bias or preference towards any race, colour, religion, sex, gender identity, sexual orientation, national origin, age, disability or any other characteristic that is deemed to be alienate such candidate.

3. Inclusive Workplace

The Group targets to create an inclusive workplace for all employees. The Group practices an open-door policy and a speak up approach encouraging employees to broach key management personnels to express their concerns, ideas, or feedback regarding any matter.

This open communication fosters a collaborative atmosphere and increases employee morale as employees are likely to feel more valued and appreciated leading to increased job satisfaction, productivity, motivation, and a sense of pride in their work.

Misunderstandings may be avoided with quick clarifications and prevent any waste of resources.

4. Equal Opportunity In Career Growth:

All employees are afforded equal opportunities to advance their careers, receive training and/or continuing professional development, and participate in company-sponsored events and activities.

Recommended for adoption by the Audit and Risk Committee of the Company on : **12.5.2023**
Approved by the Board of the Company on : **12.5.2023**