



EGCO Group's Statement for Diversity and Inclusion Promotion

EGCO group values diversity and inclusion in the workplace which are applied to all functions in the organization as it creates acceptance among our people with the awareness of equality, diversity, and inclusion. Also, we have been operating our business following the international standards regarding the diversity and inclusion such as UN Global Compact, and ILO conventions, to enhance our corporate sustainable growth, resulting in retention, higher engagement, resilience and strong competitive advantage in business operations due to different but proactive perspectives and experiences

Diversity & Inclusion practice at EGCO Group

At EGCO Group, we provide an equitable opportunity to our people since the Diversity & Inclusion is a crucial mean to empower the individuality and respect among EGCO Group's personnel and to appreciate their differences in terms of age, gender, sexual orientation, race, ethnicity, nationality, country of origin, cultural background, and disability from the Board of Directors' level to the Management level. We have embedded the Diversity & Inclusion practice in every perspective of EGCO Group; e.g., from the beginning of Management level's hiring process and nomination process of directors through the Nomination and Remuneration Committee's consideration, by appraising qualifications, skill matrix, and experiences without gender bias, up until the end of employment by providing impartial retirement package. Also, we have been promoting and creating the inclusive working environment compliant to international standards where we assure our people of the Diversity & Inclusion practice to every position in every circumstance such as reasonable accommodation whenever requested.

Scope of Diversity and Inclusion practice

Our practice of Diversity and Inclusion applies to all organizational bodies, and EGCO expects our business partners engaged within EGCO Group; associate companies, principal contractors, suppliers and others with whom we have a substantial involvement, to support our commitments and practice regarding the Inclusion & Diversity.

Our Commitment to Diversity & Inclusion

As EGCO Group employs the Diversity & Inclusion practice throughout the organization, we commit that the practice has been actively deployed throughout the company by implementing the Diversity & Inclusion culture into our Corporate Governance Principles: i.e., Corporate Governance No. 3 regarding the Rights and Equitable Treatment of Shareholders where our employees have been prioritized to be treated equally without any types of discrimination, and Corporate Governance Principle No. 4 regarding Internal Control, Risk Management and Code of Conduct which includes employees' comportment to fairly treat colleagues with awareness of Diversity & Inclusion. Moreover, the recruitment, retention, reward and recognition, promotion, and retirement, all those procedures have also been cultivating inclusiveness in corporate culture. Every potential employee can be employed to any positions both in Management and Board of Directors in EGCO Group purely based on their competencies and experiences; while age, gender, sexual orientation, race, ethnicity, nationality, country of origin, cultural background, and disability have never been taken into account during hiring process. During the employment until retirement period, we equally provide professional development program to all employees regardless of their gender, disability, or their race and ethnicity; we believe that everyone should be given a chance to develop without any types of discrimination. In addition, if any employees request for leaves or any changes regarding the working condition because of personal or health issue, EGCO Group always provide such flexibility based on the reasonability and necessary with no gender, ethnicity or culture bias included in the reviewing process.

Our Future Guideline

1. Work with our Board of Directors and Management for further development and evaluation of concrete and strategic action plans to prioritize and drive accountability around Diversity & Inclusion
2. Create and maintain our workplace environment that encourages compassion and open-mindedness, reinforcing our commitment to a culture of inclusivity.
3. Expand education on Diversity & Inclusion within EGCO Group in the form that best fits our specific culture and business.
4. Promote Diversity & inclusion culture to enhance EGCO Group with directors, executives and employees, who are experts, equipped with skill, knowledge, competency, and experiences in necessary areas to EGCO group, which consider as a major force leading EGCO group to sustainability.