



DIVERSITY POLICY

Purpose

Aztech Global Ltd. (the “**Company**” or “**Aztech**”) and its group of subsidiaries (collectively, the “**Group**”) values diversity and the benefits diversity brings in supporting the achievement of the Group’s strategic objectives and long-term sustainable growth. The Group believes that the wide array of perspectives resulting from embracing diversity promotes innovation and success.

The Group is committed to fostering an environment in which every individual feels valued at the workplace and has the opportunity to achieve their full potential regardless of their race, ethnicity, gender, age, beliefs and other differences.

This policy (“**Policy**”) sets out the framework for how the Group promotes and supports diversity in its workforce and on its Board.

Recruitment and Career Development

The Group advocates fair and merit-based recruitment practices and regularly reviews its practices to ensure there is no discrimination in its recruitment process. All candidates are selected on merit and regardless of their age, gender, race, nationality, religion, family status, sexual orientation or disability.

The Group ensures that its employee performance evaluation and promotion processes are fair and based on performance and that equal opportunities are given to all employees to be considered for training and development within the organisation.

Enforcement

The Group is committed to creating a safe and respectful environment free from discrimination and harassment. The Group encourages all employees to raise any instances of discrimination, harassment and non-compliance with this Policy, as well as any other relevant concerns, with the HR department, which will then review each matter with the individuals involved as soon as possible.

The Group aims to encourage openness and will support employees who have raised genuine concerns pursuant to this Policy in good faith. The Group will also monitor investigations to ensure that individuals who raise concerns are not subject to any detrimental treatment.

Board Diversity

The Group recognises that a diverse Board comprising Directors of different ages and genders and who have different knowledge, skills and experience and any other relevant attributes will enhance the effectiveness of the Board.



(i) Board Composition

The Board determines the optimum Board composition, reviews and assesses Board composition and recommends the appointment of new Directors. In determining the optimum Board composition and reviewing and assessing Board composition, the Board will consider all aspects of diversity, including but not limited to age, gender, knowledge, skills and experience, and, where possible, balance them appropriately. In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard for the overall effectiveness and balance of a diverse Board.

(ii) Implementation of Policy

The Board monitor the implementation of section 4 of this Policy and report on the Board's composition in terms of diversity, as well as the progress made in achieving the Board's diversity targets, in the Group's annual Corporate Governance Report.

(iii) Review

The Board will review section 4 of this Policy and recommend revisions, as appropriate, to ensure its continued effectiveness.