

DIVERSITY, EQUALITY AND INCLUSION POLICY

We believe that our people are the cornerstone of our value creation strategy. Our growth and sustainability are grounded on their collective strength and ability to respond to the changing business environment.

Consistent with our vision and values, our Diversity, Equality and Inclusion Policy outlines the principles and commitments of our Company to guide our directors, officers and employees, including our subsidiaries where we have management and operational control.

Our Principles

We recognize that our employees bring different qualities and perspectives to the workplace, and these distinctions enhance our talent base, creativity and overall performance.

We respect our employees regardless of age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features or sexual orientation and gender identity and expression.

We strive to create a workplace where our employees feel safe, accepted and valued to improve retention, drive productivity and promote innovation.

Our Commitments

We are committed to establishing and maintaining a work environment that embraces diversity, promotes equality and fosters inclusion.

We recruit, hire, train, promote, retain and reward employees based on merit and without regard to age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features or sexual orientation and gender identity and expression.

We treat co-workers with dignity and respect, and do not tolerate any kind of harassment based on gender, background or belief. Instances of alleged harassment should be reported immediately to the relevant Human Resources Head and/or the Company's Chief Diversity Officer.

We work to remove artificial, unfair and inappropriate barriers to workplace participation through equal access to scholarships, training, mentoring, among others.