



GROUP EQUAL OPPORTUNITY POLICY

Tanah Makmur Berhad Group is committed to upholding the principles of equality and equal opportunities for all employees, thereby preventing any form of unlawful acts or discrimination.

This commitment is guided by the following Malaysian laws and standards:

- **Employment Act 1955 (as amended 2022)**
- **Industrial Relations Act 1967**
- **Occupational Safety and Health Act 1994 (OSHA)**
- **Federal Constitution of Malaysia – Article 8 (Equality)**
- **Whistleblower Protection Act 2010 (Act 711)**

Policy Commitments

- Treat every employee and job applicant fairly and equitably regardless of nationality, race, gender, marital status, age, descent, religion, or political belief in all work procedures.
- Provide equal opportunities to any individual with the appropriate skills, experience, and qualifications to meet the requirements of positions within the Group.
- Strive to maintain a work environment free from discrimination, violence, harassment, or unfair treatment.
- Address every complaint or grievance fairly, equitably, and in accordance with established procedures.
- Ensure that contractors, vendors, and suppliers of Tanah Makmur Berhad Group also adhere to this Equal Opportunity Policy.

Reporting Channels

Employees and stakeholders may report any violation of this policy through the following official channels:

1. **Whistleblower e-Form:** tanahmakmurberhad.com/governance
2. **Email:** whistleblower@tanahmakmurberhad.com
3. **Hotline:** 09-5751155 (ext. 124)
4. **In-person report** to Group Integrity Officer (Mr. Mohd Hanif Md Noor)
5. **Postal submission** to: *Group Integrity Officer*
Bangunan Tanah Makmur, KotaSAS Avenue, Persiaran KotaSAS,
Kota Sultan Ahmad Shah, 25200 Kuantan, Pahang.

All reports will be treated confidentially, and whistleblowers are protected under the **Whistleblower Protection Act 2010 (Act 711)**.

A handwritten signature in black ink, consisting of a series of loops and a long, sweeping horizontal stroke extending to the right.

YH Dato' Shahrul Nizam bin Abdul Aziz
Group Chief Executive Officer
Date: 22/8/2025