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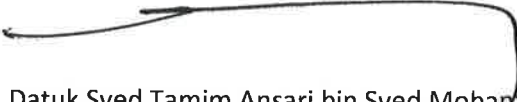
## Employment Policy

Tradewinds Plantation Berhad (TPB) is committed in supporting the non-discrimination employment policy, which provides equal career development opportunities to all employees. Employment decisions at TPB will be based on merit, qualifications and abilities.

TPB shall give equal employment opportunities to all regardless of race, colour, nationality, religion, disability or gender.

TPB recognises that its employees are the main asset and important in its continuous journey for growth.

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Datuk Syed Tamim Ansari bin Syed Mohamed  
Executive Chairman  
1<sup>st</sup> September 2021