

Diversity and Inclusion Policy

Fair hiring and promotion for every background, with a target of 30% women in management by 2030.

EDITION

2026 edition (v2.0)

APPROVED

24 October 2026

APPROVED BY

Kevin Kho Ka Yong,
Managing Director

NEXT REVIEW

October 2027

1. Commitment

Tiger Motors Sdn Bhd values the diversity of Sarawak and of our customers. We are committed to a workplace where everyone is treated with respect and has an equal chance to succeed.

2. Scope

This policy covers recruitment, hiring, pay, benefits, training, promotion, transfer, discipline and termination, and applies to all employees, applicants, contractors and partners working with us.

3. Principles

- Equal opportunity regardless of race, ethnicity, religion, gender, age, disability, marital status or any other characteristic protected by Malaysian law.
- A workplace free from discrimination, bullying and harassment, including sexual harassment as defined under the Anti-Sexual Harassment Act 2022.
- Reasonable accommodation for employees with disabilities.
- Service to customers in English, Malay and Chinese, with respect for every community we serve.

4. Targets

- 30% of managerial positions held by women by 2030.
- Diverse interview panels and job adverts open to all applicants.

5. Implementation

- Diversity and inclusion awareness in staff onboarding and annual training.
- Annual review of hiring, pay and promotion data by gender and other relevant groups.
- Recognition of the cultural and religious festivals of our team.

6. Reporting and non-retaliation

Employees who experience or witness discrimination or harassment may raise it with their supervisor, the Managing Director or through our Whistleblowing Policy. Retaliation against anyone who reports in good faith is prohibited.

7. Review

This policy is reviewed every year by management.

Digitally published copy. This policy was approved by Kevin Kho Ka Yong, Managing Director on 24 October 2026. This public edition carries no signature or company stamp. The signed original is held at our office, and you can check that this copy is current against the version at tigermotors.com.my/esg, or by contacting us.