



Loscam International Holdings Co., Limited

Diversity and Inclusion Policy

Issued on 20 December 2024



Diversity and Inclusion Policy

At Loscam International Holdings Co., Limited and its subsidiaries (collectively referred to as “Loscam”, “we” or “our”) we are committed to fostering an inclusive workplace that celebrates diversity, ensuring every employee feels valued, respected and supported to fulfil their potential. We recognize that a diverse workforce enhances our innovation, creativity, and ability to meet the needs of our customers worldwide.

OUR GOAL

Our aim is to ensure that hiring, development, and advancement opportunities are accessible to all, regardless of race, gender, nationality, religion, age, disability, sexual orientation, or any other characteristic protected by law.

OUR COMMITMENT

- We encourage and model inclusive behaviour within their teams.
- We uphold a strict zero-tolerance policy against discrimination, bullying and harassment.
- We consider the diverse needs of colleagues, promoting a healthy work-life balance.
- We make hiring and promotion decisions based on skills and qualifications while encouraging diverse applicants.
- We support an environment where all employees can thrive and reach their potential.

OUR STRATEGIES

Talent Acquisition

We aim to attract and retain a diverse range of talent across all levels of the organization. Our recruitment processes are designed to consider a broad spectrum of candidates.

Raising Awareness

We conduct trainings on diversity and inclusion on a regular basis, raising awareness among all staff and highlighting the positive benefits of working towards an inclusive workplace

Transparency and Accountability

To ensure transparency and accountability, Loscam will produce annual reports on workforce demographics, including:

- Representation of various employee categories, such as gender and ethnicity.
- Diversity metrics within leadership positions.
- Progress made towards becoming a more inclusive workplace



OUR ROLE

The designated committee (the “Board Committee”) of the Board of Directors holds ultimate accountability for the implementation of our diversity and inclusion policy. The Environmental, Social, and Governance (ESG) committee is responsible for overseeing operational activities related to this policy and ensuring that all employees receive the necessary training to understand and embrace diversity. To maintain the relevance and effectiveness of our diversity initiatives, the Board Committee and ESG committee will conduct periodic reviews of this policy.

RAISING CONCERNS

Employee feedback is not only welcome but encouraged, as it plays a crucial role in refining our approach to diversity. If there is any feedback or suggestion on improving this policy, please share them with any member of the Human Resources teams. For concerns about any actual or potential violation, please report them to reporting manager, any member of Human Resources teams or any member of senior management. However, if he or she is not comfortable to do so, such concerns could be reported in accordance with Loscam’s Whistleblowing Policy on an anonymous or non-anonymous manner by email to Whistleblow@loscam.com or through the whistleblowing platform, i.e. Loscam Integrity Line at <https://loscam.integrityline.com>.

These concerns will then be escalated to the ESG Committee.

In line with Loscam’s Whistleblowing Policy, there will be no retaliation against employees for raising concerns. Loscam is committed to thoroughly investigating, addressing, and resolving employee concerns and taking appropriate action in the event of a policy violation.

Issued Date: 20 December 2024