

### **Key Elements of Diversity & Inclusion Policy:**

PMRC is committed to fostering a diverse, inclusive, and respectful workplace that values individuals regardless of age, gender, ethnicity, religion, disability, education, or national origin. The Company promotes equal opportunity and merit-based employment practices across all stages of the employee lifecycle, including recruitment, development, and advancement, ensuring that decisions remain free from bias or discrimination. PMRC actively endeavors to enhance female representation in its workforce, including at managerial and leadership levels, through inclusive recruitment practices, gender-diverse selection processes where feasible, and targeted internship initiatives to support the development of female talent.

Leadership fosters inclusive participation by valuing diverse perspectives, while ensuring that all hiring and staff development decisions are aligned with merit, competency, and business requirements. These efforts reflect PMRC's commitment to building a fair, balanced, and high-performing workplace for all employees.