



HEXTAR INDUSTRIES BERHAD

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NON-DISCRIMINATION POLICY

Hextar Industries Berhad (“Hextar” or “the Company”) and its subsidiary companies is committed to providing an environment that is free from discrimination in employment and opportunity because of race, color, religion, creed, national origin, ancestry, disability, marital status, gender, sexual orientation, or age. This Policy applies with regard to all aspects of one’s employment, including hiring, transfer, promotion, compensation, eligibility for benefits, and termination.

It is the policy of Hextar to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status;
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted; and
- Failure to comply with this Policy and related Standards will result in disciplinary action, up to and including termination of employment.

Hextar would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

14th March 2025