

**HEXTAR RETAIL BERHAD**  
(Company No. 200301031466 (633887-M))

**GENDER DIVERSITY POLICY**

**INTRODUCTION**

Hextar Retail Berhad and all its subsidiaries (“HRB” or “the Group”) is committed to workplace diversity. The Group recognises the benefits arising from board and employee diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available diverse talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

This Diversity Policy does not form part of an employee's contract of employment with the Company or its related entities, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations. This Diversity Policy forms a direction of the Group with which an employee is expected to comply.

**1. OBJECTIVES**

The Diversity Policy provides a framework for the Group to achieve:

- (i) improved opportunities of employment and career development for women, especially for the Board and Senior Executive positions;
- (ii) a diverse and skilled workforce, leading to continuous improvement in achievement of corporate goals;
- (iii) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (iv) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

**2. APPLICATION OF THIS POLICY**

This Policy serves to provide the Board and the NRC a framework for applying the principles of diversity when recruiting, developing and appointing Board members, Senior Management executives.

This Policy shall be applicable to:

- (i) the Board of Directors; and
- (ii) Senior Management – C-suite (including but not limited to Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Corporate Officer), Financial Controller and General Manager

### **3. RESPONSIBILITIES**

#### **3.1 The Board's commitment**

The Board is committed to workplace diversity, particularly focusing on supporting the representation of women at the Board and Senior positions of the Group.

Gender diversity will be accorded particular attention when considering Board appointments, with a minimum of 1 women director and target of having at least 30% women representation on the Board.

While recruitment and development of Senior Management executives will primarily be based on merit with a particular focus on the functional expertise of the individuals and their expected contributions to the HRB Group, the Group will strive to have at least 30% representation of women in Senior Management positions.

The Board is responsible for developing and set measurable objectives and strategies to meet the Objectives of the Diversity Policy and monitoring the progress and achievement of the measurable objectives.

The Board will conduct Board appointment processes in a manner that promotes gender diversity.

The Board shall not tolerate discrimination on the basis of ethnicity, age, gender, nationality, cultural background, political affiliation, religious affiliation, marital status, education, disability or geographic representation.

#### **3.2 Strategies**

The Group's diversity strategies include:

- i. recruiting from a diverse pool of candidates for all positions, including Board and Senior Management positions;
- ii. reviewing succession plans to ensure an appropriate focus on diversity;
- iii. to take gender diversity into account of in recruitment and selection processes to encourage good diversity
- iv. developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs and targeted training and development; and
- v. any other strategies the Board develops from time to time

#### **4. MONITORING AND REPORTING**

The NRC will monitor the implementation of this Policy and report to the Board annually on the Board and Senior Management's compositions in terms of diversity and progress made in achieving the objectives for promoting diversity as set out in this Policy, as appropriate.

The NRC will recommend to the Board that appointments of Board and Senior Management are based on appropriate mix of skills, experience, age, cultural background and gender.

The Board shall disclose in the Annual Report, the HRB Group's diversity policy for the Board and Senior Management, in particular gender diversity, as required under the Malaysian Code on Corporate Governance.

This Terms of Reference was updated and adopted by the Board on 16 April 2025 and is made available on the Company's website, <https://www.hextarretail.com>.