

<b>POLICY</b>	<b>HEXTAR GLOBAL BERHAD</b> <b>Registration No. 199001014551 (206220-U)</b>		
	Document Title: <b>DIVERSITY POLICY FOR BOARD AND SENIOR MANAGEMENT</b>		
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## **1. POLICY STATEMENT**

The Board of Directors (“the Board”) of Hextar Global Berhad (“Hextar” or “Company”) believes that building a diverse and inclusive culture is integral to the success of the Company and its subsidiaries (collectively “Hextar Group”).

## **2. RESPONSIBILITY**

The Board has delegated, without abdicating its responsibility, to the Nominating and Remuneration Committee (“NRC”), the task of overseeing the application of the Diversity Policy for Board and Senior Management (“Policy”).

## **3. APPLICATION OF THIS POLICY**

3.1 This Policy shall be read in conjunction with the Terms of Reference of the NRC for Board and Senior Management.

3.2 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.

3.3 This Policy shall be applicable to:

- (a) the Board of Directors; and
- (b) 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

3.4 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.

## **4. BOARD DIVERSITY**

4.1 The Company believes that a diverse Board provides multiple perspectives, enhances decision-makings, avoids groupthink or uncritical conformity and fosters constructive debate.

4.2 The compositions of the Board will ultimately reflect the particular skill sets, knowledge and experience that will contribute positively towards the Hextar Group’s goals and objectives.

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4.3 In addition to assessing the merits of any Board candidate against the skill sets required, due consideration will also be given to the level of diversity within the present leadership and the positive impact further diversity might have on the Hextar Group.

4.4 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.

## **5. SENIOR MANAGEMENT DIVERSITY**

5.1 The Managing Director is responsible for providing executive leadership necessary to ensure the long-term success and sustainability of the Hextar Group and integrate Board's approved policies, including this Policy, in the recruitment and development of the Hextar Group's Senior Management executives.

5.2 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 Hextar Group, the Hextar Group will strive to have at least 20% representation of women in Senior Management positions.

5.3 The Executive Director and/or Managing Director will report to the NRC on the implementation of this Policy, where Senior Management is concerned, annually.

## **6. MONITORING AND REPORTING**

6.1 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.

6.2 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.

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

## **7. REVIEW OF THIS POLICY**

7.1 This Policy will be reviewed by the NRC as and when circumstances require, to ensure its effectiveness and practicality.

7.2 The NRC will propose any revisions, changes and/or updates that may be required and recommend the same to the Board for consideration and approval.

This Policy was adopted by the Board on 21 February 2022 and is made available on the Company’s website, <https://www.hextarglobal.com/ir.php>.