HEXTAR TECHNOLOGIES SOLUTIONS BERHAD

and all its subsidiaries

LABOUR RIGHTS POLICY

25 FEBRUARY 2025

Labour Rights Policy ("Policy")

Hextar Technologies Solutions Berhad and all its subsidiaries ("HexTech") are fully committed to protecting the human rights of all employees. The Policy contains our principles and standards on fundamental issues related to labour and human rights. Creating and maintaining a workplace where each employee can develop his or her potential is of crucial importance to HexTech as an employer.

International Standards covered by the Policy

The Policy states that HexTech shall respect human rights principles and applicable labour standards.

Labour and Human Rights Policy

The Company observes basic values in six areas:

1. Forced Labour
   We will not tolerate forced labour or labour which involves physical or mental abuse, including actual or threatened physical punishment, verbal or sexual harassment, or domination or restraining of workers by force, authority or threats.

2. Child Labour
   Exploitation of child labour is unacceptable under any circumstances. No person under the minimum legal working age applicable to their country may be employed by any company within the Group.

3. Discrimination
   HexTech must not discriminate in hiring, compensating, access to training, promotion, termination or retirement based on race, caste, national origin, colour, religion, age, disability, gender, sexual orientation, union membership or political affiliation.

4. Local Employment and Community
   HexTech is committed to ensuring that priority is given to those from our local communities, geographic locations that are close to our operations/premises, especially those from the underprivileged community regardless of gender, race, age, marital status, disability, sexual orientation, educational background, social status or political affiliation. We believe this can draw in people bringing different skills, attributes and aspirations to the organisation. This will in turn reduce unemployment and inequality within the local and underprivileged community.

5. Freedom of Association
   HexTech respects the right of freedom of association of its employees and workers to freely form and join workers organizations such as the Trade Union, workers association or workers council. We will not discriminate or take any disciplinary or punitive measures on employees and workers who wish to join the above. The freedom of association shall be instituted according to the Trade Union Act 1959, Industrial Relations Act 1967 and

Immigration Act 1956/63 of Malaysia.

6. <u>Minimum Wage</u>
HexTech strictly adheres to the Minimum Wages Order gazetted by the Malaysian Government including the Minimum Wages Order 2024 gazetted in December 2024. This is fairly implemented across the group regardless of age, gender, nationality, ethnicity, sexual orientation, disability or political associations.

Responsibility
We believe that everyone in our organisation is responsible for having due regard for human rights. In particular:

• at Board level, has overall responsibility for ensuring that human rights considerations are integral in the way in which existing operations and new opportunities are developed and managed;

• managers and supervisors must provide visible leadership that promotes human rights as an equal priority to other business issues. They also have a responsibility for identifying abuses that occur; and

• all employees are responsible for ensuring that their own actions do not impair the human rights of others. They are also encouraged to bring forward, in confidence, any concerns that they may have about human rights abuse.

HexTech's Stand on Discrimination
We are strongly against discrimination of any kind to any of our employees or workers. We have therefore taken measures such as making it known in our employee handbook, encouraging participation of all during company activities and events and ensuring fair employment opportunities during yearly appraisals that are based solely on merit.