



**HEXTAR TECHNOLOGIES SOLUTIONS BERHAD**  
and all its subsidiaries

**NON-DISCRIMINATION POLICY**

**25 FEBRUARY 2025**



## Non-Discrimination Policy (“Policy”)

Hextar Technologies Solutions Berhad and all its subsidiaries (“HexTech”) are fully 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 to all aspects of one’s employment, including hiring, transfer, promotion, compensation, eligibility for benefits, and termination.

It is the policy of HexTech 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;
- provide reasonable facilities wherever necessary for all disabled employees, provided that the facilities will not cause any significant difficulty or cost to the organisation;
- 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.

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