



HEXTAR HEALTHCARE BERHAD
(formerly known as Rubberex Corporation (M) Berhad)
199601000297 (372642-U)

BOARD DIVERSITY POLICY

1.0 POLICY STATEMENT

Hexstar Healthcare Berhad (formerly known as Rubberex Corporation (M) Berhad) ("Hexcare" or the "Group") and its subsidiary companies believe that building a diverse and inclusive culture is essential to the success of the Group. A truly diversified Board of Directors ("Board") has the potential to elevate the effectiveness, creativity, and overall capacity of the Group.

2.0 RESPONSIBILITY

The Board has designated the Nominating and Remuneration Committee ("NRC") the role of overseeing the application of the Diversity Policy for the Board and Senior Management ("Policy"), while still retaining its own responsibilities and accountability.

3.0 APPLICATION OF THIS POLICY

- 3.1 This Policy shall be read in conjunction with the Terms of Reference of the Nomination and Remuneration Committee
- 3.2 This Policy serves to provide the Board and the NRC with a structured framework for adhering to diversity principles during the recruitment, advancement, and appointment processes for Board members and Senior Management executives.
- 3.3 This Policy shall be applicable to:-
 - a) The Board of Directors; and
 - b) Senior Management (including the Managing Director and Executive Directors)
- 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.

4.0 BOARD DIVERSITY

- 4.1 The Company believes that a diverse Board provides a variety of perspectives, enriches the decision-making process, mitigates the risk of groupthink or uncritical conformity, and fosters constructive debates.
- 4.2 The composition of the Board will ultimately reflect the particular skill sets, knowledge, and experience that will contribute positively to Hexcare's goals and objectives.
- 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 Hexcare.
- 4.4 Gender diversity will be accorded particular attention during the process of Board appointments, ensuring that the Board appoints and maintains at least one woman director on Board.

5.0 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 Hexcare and integrating the Board's approved policies, including this Policy, in the recruitment and development of the Hexcare'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 anticipated contributions to Hexcare, the Group targets to achieve at least a 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.

6.0 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, ethnicity, cultural background and gender.
- 6.3 The Board shall disclose in the Annual Report, Hexcare's diversity policy for the Board and Senior Management, in particular gender diversity, as required under the Malaysian Code on Corporate Governance (MCCG).

7.0 REVIEW OF THE 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 is available on Hexcare's corporate website at www.rubberex.com.my.

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