



HEXTAR TECHNOLOGIES SOLUTIONS BERHAD
and all its subsidiaries

SUPPLY CHAIN POLICY

25 FEBRUARY 2025

Supply Chain Policy

1. Introduction

Hextar Technologies Solutions Berhad and all its subsidiaries (“HexTech”) have established policies and procedures for supply chain management. HexTech strives to meet high Environmental, Social including health and safety, and Governance standards throughout its operations as well as in all its interactions with stakeholders through upholding good employment practices by maintaining a high level of ethical standards, integrity and professionalism at all times.

2. Purpose

The purpose of this Supply Chain Policy (“Policy”) is to extend our commitments, policies, and values to our entire value chain and to encourage our suppliers, providers, contractors, and subcontractors (jointly “suppliers”) to comply with these same commitments. HexTech assumes the management of its supply chain as an integral part of its responsibility regarding the sustainable development of its activities, respect for the environment, good corporate governance, regulatory compliance, health and safety, promotion of diversity and inclusion, and respect for human rights to meet its sustainable development goals. HexTech encourages and expects its suppliers to perform in a similar manner.

3. Definitions

“Stakeholders” refers to suppliers, bankers, contractors, agents, distributors, customers and other business partners who have direct or indirect dealings with HexTech.

4. Supply Chain Principles

4.1 ENVIRONMENT

HexTech is mindful of the potential environmental impacts caused by our business activities and will always ensure strict compliance with all local environmental regulations along with consistently reevaluating areas in which we as an organisation can continuously minimize environmental impact and increase efficiency.

As outlined in our Environmental, Social and Governance Policy (“ESG Policy”), we take the impact of our operations on the environment seriously. Due to this, we expect our stakeholders to equally adopt practices to minimize environmental impact or increase efficiency, especially in the areas of:

- (1) Energy use
- (2) Climate change
- (3) Water use
- (4) Biodiversity impacts
- (5) Pollution
- (6) Waste reduction
- (7) Resource use

As an organisation, HexTech expects its stakeholders to follow the same principles during their interactions with the environment by complying with all the relevant environmental legislation and adopting the best practices wherever applicable.

4.2 SOCIAL

HexTech is aware of its responsibility for the overall well-being of its surrounding communities. As outlined in its ESG Policy, HexTech is continuously monitoring the social effects of its businesses to ensure that they are properly assessed, addressed and monitored.

HexTech expects its stakeholders to equally adopt the practices, as addressed below.

4.2.1 Upholds best practice health and safety standards

HexTech expects all stakeholders to implement necessary health and safety measures at the workplace while reducing potential safety risks and hazards.

4.2.2 Prevention and elimination of forced labour or child labour practice

HexTech commits to the principle of not using any child or forced labour and expects all its stakeholders not to employ any person below the age of 18 and who has not offered himself/herself voluntarily for the work or service.

4.2.3 Ensuring equal opportunities throughout their organisations and adopting non-discrimination principles

HexTech expects its stakeholders to respect diversity and maintain an open and inclusive workplace. They need to uphold the principles whereby every individual should be given equal opportunity, regardless of his/her age, gender, religion, nationality and ethnicity.

4.2.4 Supports the right to freedom of association and collective bargaining

HexTech expects its stakeholders to support the right for workers to have freedom of association and respect the right to collective bargaining. This ensures that workers and employers have a voice that is represented and essential for the effective functioning of labour markets.

4.2.5 Enhancing quality of life through reducing excessive working hours and supporting the right to a minimum wage

Quality of life for individuals, workers and employees could be enhanced through a reduction in excessive working hours. This could also be complemented by supporting the right to a minimum wage and where possible, adopting practices to provide a living wage.

As an organisation, HexTech expects its stakeholders to follow the above principles during their interactions with relevant individuals in their organisation and local community by complying with all the relevant labour legislation and adopting best practices wherever applicable.

4.3 CORPORATE GOVERNANCE AND ETHICS

HexTech upholds the trust and fairness principles in its business dealings with its stakeholders and believes this will enable long-term and mutually beneficial relationships among all stakeholders.

4.3.1 Fair treatment

HexTech will adopt a fair and non-discriminatory approach when choosing its suppliers, contractors and service providers. HexTech believes competition will help to improve efficiency and value-adding in the long run.

4.3.2 Anti-bribery and corruption

HexTech has an Anti-Bribery and Corruption Policy in place and has adopted a zero-tolerance approach against all forms of bribery and corruption. We will comply with all relevant anti-bribery and corruption laws, rules and regulations of the local governments where we operate. HexTech will take all reasonable and relevant measures to ensure that our businesses do not participate in any form of corrupt activity for their own advantage or benefit.

As an organisation, HexTech expects our suppliers, contractors and service providers to follow the above corporate governance principles and comply with all the relevant corporate governance while adopting the best practices wherever applicable.

5. COMMUNICATION OF THE POLICY

This Policy will be communicated to all relevant parties via letters, emails, briefings, training and other applicable forms of communication.