

	The Hub Power Company Limited	Diversity, Equity, and Inclusion (DEI) Policy
	Approved by the Board on September 03 2025	

Background

The Code of Corporate Governance issued by the Securities and Exchange Commission of Pakistan (SECP) requires that the Board of Directors (the “**Board**”) of a listed company are encouraged to adopt SECP’s ESG Disclosure Guidelines and ensure to have in place a policy for promote Diversity, Equity & Inclusion (DEI) practices.

Purpose

The Diversity, Equity, and Inclusion (DEI) Committee at Hubco is dedicated to fostering a workplace environment where every individual feels valued, respected, and empowered to contribute their unique perspectives. The DEI Committee aims to promote diversity across all levels of the organization, ensuring equitable opportunities for all employees. The Committee's charter includes developing and implementing strategies to increase diversity in recruitment, advancing inclusive policies and practices, and creating educational programs that raise awareness about the importance of DEI. By regularly reviewing and assessing the Company's DEI initiatives, the Committee ensures continuous improvement and accountability in building an inclusive culture at Hubco.

This policy should be read in conjunction with HUBCO’s other policies, procedures and documents that define and support HUBCO’s commitment to a diverse and inclusive workplace and the expected behaviour and conduct of its management and employees including the Code of Corporate Governance, the Human Resources Policy and the ESG Policy.

Definition

For the purpose of this policy, the term DEI is defined as:

Diversity: The representation of people from diverse backgrounds, beliefs and perspectives encompassing gender, disability, family or marital status, socio-economic status, experiences, skills, political affiliations, religion, ethnicity and other characteristics that make any employee unique

Equity: Treating employees fairly considering their unique differences or circumstances

Inclusion: Creating a conducive, supportive and participatory workplace that fosters a sense of belonging, allows individuals to feel safe and be their authentic selves and encourages all employees to contribute their perspectives and ideas.

Policy

In accordance with the requirements set out by the Listed Companies (Code of Corporate Governance) Regulations 2019 as amended from time to time and Guidelines by the SECP on ESG Disclosures by listed companies, the Company has adopted the following policy:

The details of all DEI projects, initiatives and tasks shall be placed before the Board Nomination Compensation & Sustainability Committee (the “**BNCSC**”) of the Company and upon recommendations of the BNCSC the same shall be placed before the Board for review and approval / ratification.

Roles & Responsibilities

Role of the Board

The Board Nomination, Compensation & Sustainability Committee BNCSC will provide strategic direction and leadership for the DEI Committee, ensuring alignment with Hubco's overall mission and values.

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In determining whether to approve or ratify a DEI initiative, the BNCSC will consider the following factors, among others, to the extent relevant to the initiative:

- Does it promote diversity in recruitment and retention?
- Does it ensure equitable opportunities and encourage pay-gap analysis?
- Does it encourage gender diversity at the Board levels?
- Does it cultivate an inclusive culture?
- Does it provide DEI education and training?
- Does it monitor and measure progress?
- Does it promote engagement with external communities?

Role of the Management

The DEI Committee of the Company will submit a report to the BNCSC, at least once a year, a report on the DEI measures taken to promote DEI in the Company. This report will be reviewed and verified by the internal DEI committee of the Company to ensure accuracy and completeness prior to Board review.

Role of Employees

All employees of HUBCO are expected to:

- i. Demonstrate regard for the diversity of each individual, appreciating their distinct perspectives and backgrounds.
- ii. Cultivate an atmosphere that denounces discrimination, harassment, and bullying, ensuring it is secure and inviting.
- iii. Be responsible and mindful of DEI in public appearances and Social Media platforms
- iv. Enhance awareness of potential unconscious biases that may hinder our progression towards inclusiveness and collaboration.
- v. Embrace deliberate actions and mindful inclusion to foster diversity, equity and a sense of belonging.
- vi. Actively engage in endeavour’s that advocate for diversity, equity, and inclusion within our organization and the broader community.
- vii. Work collaboratively across teams to nurture a culture of diversity, equity, and belonging, integrating our values in every decision and action taken.

Maintenance of Records

The Company shall maintain organized records of all DEI Committee documents, including minutes, agendas, reports, and correspondence. The entries shall be made in chronological order and shall be authenticated through signatures by the Secretary of the DEI Committee.