

# HUB24 BOARD DIVERSITY POLICY



Approved by the HUB24 Limited Board

Policy Owner: Company Secretary

Next Review Date: December 2024

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## 1 Background

- 1.1 HUB24 Limited (**HUB24**) is an ASX listed entity and head of the HUB24 Group of companies that includes but is not limited to HUB24 Custodial Services Ltd, Xplore Wealth Pty Ltd, HUBconnect Pty Ltd and Class Pty Limited (**HUB24 Group**).
- 1.2 The HUB24 Group considers diversity to broadly include characteristics such as age, gender, gender identity, physical ability, disability, socio-economic background, cultural background and ethnicity, marital, family or relationship status, religious beliefs, sexual orientation. It also refers to diverse opinions, ways of thinking, and working.
- 1.3 Our focus on diversity and inclusion is about valuing individual differences and the knowledge, skills and experience people bring to the Board of HUB24 Limited (the **Board**). The HUB24 Group promotes a culture where everyone feels respected and valued, and able to participate fully to the best of their ability.

## 2. Application

- 2.1 This is a HUB24 Group Policy of the Board of Directors of HUB24 Limited. It does not apply to diversity in relation to employees of the HUB24 Group, which is dealt with in the HUB24 Group Diversity Policy.

## 3 Guiding Principles

- 3.1 For the HUB24 Group, diversity underpins the organisation's desire to:
  - 3.1.1 promote innovation, Board engagement, employee engagement and productivity;
  - 3.1.2 improve long-term performance;
  - 3.1.3 create a source of competitive advantage;
  - 3.1.4 create a sustainable and inclusive culture and operating environment consistent with our Code of Conduct;
  - 3.1.5 foster an equitable workplace that encourages a culture of mutual respect;
  - 3.1.6 foster broader perspectives at both the Board and senior management levels in relation to decision making; and
  - 3.1.7 reflect the demographics of the community and in which the HUB24 Group operates.
- 3.2 The HUB24 Group is committed to ensuring we have a diverse workforce and inclusive environment, with suitably qualified Board members of diverse knowledge, skills and experience so that we can:
  - 3.2.1 achieve our strategic objectives and targets;
  - 3.2.2 maximise shareholder value; and
  - 3.2.3 attract, motivate and retain high performing staff.

## 4 The Policy

- 4.1 The Board seeks to ensure it has an appropriate mix of diversity (including gender diversity), skills, experience and expertise to enable it to discharge its responsibilities effectively and to be well equipped to help the HUB24 Group navigate the range of opportunities and challenges we face.
- 4.2 The Board will set at least one measurable objective relating to Board diversity.

4.2.1 The Board has set the following diversity gender targets:

1. not less than 30% of its Directors of each gender; and
2. a medium term gender target of 40% female, 40 % male and 20% open.

4.3 The Board:

- 4.3.1 Establishes measurable objectives for achieving Board diversity, based on recommendations from the Remuneration & Nomination Committee (RNC); and
- 4.3.2 annually assesses the measurable objective(s) (current and prospective) and progress in achieving the current objective(s).

4.4 The RNC:

- 4.4.1 reviews and reports to the Board in relation to Board diversity and progress in achieving the Board diversity measurable objectives;
- 4.4.2 periodically reviews this policy (which includes a review of the effectiveness of this policy) and makes recommendations to the Board regarding any proposed amendments; and
- 4.4.3 maintains a desired knowledge, skills and experience matrix.

4.5 The HUB24 Group Corporate Governance Statement will contain details of the measurable objectives set by the Board in accordance with this Policy and our progress towards achieving them.

## 5 Policy review

- 5.1 This Policy is required to be monitored on an ongoing basis to ensure it remains appropriate.
- 5.2 The Policy is reviewed every two years (or more frequently if appropriate).

## 6 Associated Policies and Related Documents

- 6.1 HUB24 Group Code of Conduct
- 6.2 HUB24 Group Diversity Policy

## 7 Guidance Documents

- 7.1 In designing this Policy, consideration has been given to the following:
  - 7.1.1 ASX Corporate Governance Principles and Recommendations

## 8 Approval

- 8.1 This Policy was approved and adopted by the Board on 16 December 2022.