



**HUB**<sup>24</sup>

HUB24 Board  
Diversity Policy

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# 1. Overview

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## 1.1 Background & Purpose

- 1.1.1 HUB24 Limited (HUB24) is an ASX listed entity and the parent entity of the HUB24 Group of companies (HUB24 Group).
- 1.1.2 HUB24's focus on diversity and inclusion is about valuing the individual differences and the knowledge, skills and experience people bring to the workforce.
- 1.1.3 HUB24 considers diversity to broadly include (but is not limited to) characteristics such as age, gender, gender identity, physical ability, socio-economic background, cultural background and ethnicity, marital, family or relationship status, religious beliefs, and sexual orientation.
- 1.1.4 HUB24 promotes a culture where everyone feels respected and valued, and able to fully participate to the best of their ability with equal access to opportunity. The diversity of thought driven by inclusion promotes innovation, engagement and productivity, and aligns to HUB24's values and Code of Conduct.
- 1.1.5 As part of HUB24's commitment to diversity and inclusion, discrimination, bullying, harassment, vilification and victimisation will not be tolerated.
- 1.1.6 This policy has regard to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 4<sup>th</sup> Edition and relevant laws and regulations in relation to diversity and inclusion and employment obligations.
- 1.1.7 The purpose of the HUB24 Board Diversity Policy is to outline the HUB24 Limited Board's philosophy and guidelines in service of achieving its commitment to providing a diverse and inclusive culture where everyone feels respected and valued and to be able to participate fully to the best of their ability.

## 1.2 Scope & Application

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

# 2. Policy Requirements

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## 2.1 Guiding Principles

- 2.1.1 For the HUB24 Group, diversity underpins the organisation's desire to:
  - 2.1.1.1 improve long-term performance;
  - 2.1.1.2 create a source of competitive advantage;
  - 2.1.1.3 create a sustainable and inclusive culture and operating environment consistent with our Code of Conduct;
  - 2.1.1.4 foster an equitable workplace that encourages a culture of mutual respect;
  - 2.1.1.5 foster broader perspectives at both the Board and senior management levels in relation to decision making; and
  - 2.1.1.6 reflect the demographics of the community and in which the HUB24 Group operates.

2.1.2 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:

2.1.2.1 achieve our strategic objectives and targets;

2.1.2.2 maximise shareholder value; and

2.1.2.3 attract, motivate and retain high performing talent.

## **2.2 Policy**

2.2.1 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.

2.2.2 The Board will set at least one measurable objective relating to Board diversity.

2.2.3 The Board has set the following diversity gender target of 40% female, 40% male and 20% open.

2.2.4 The Board:

2.2.4.1 establishes measurable objectives for achieving Board diversity, based on recommendations from the Remuneration & Nomination Committee (**RNC**); and

2.2.4.2 annually assesses the measurable objective(s) (current and prospective) and progress in achieving the current objective(s).

2.2.5 The RNC:

2.2.5.1 reviews and reports to the Board in relation to Board diversity and progress in achieving the Board diversity measurable objectives;

2.2.5.2 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

2.2.5.3 maintains a requisite knowledge, skills and experience matrix.

2.2.6 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.

## 3. Roles & Responsibilities

Role	Responsibilities
Board	<ul style="list-style-type: none"><li>The HUB24 Board is ultimately responsible for the HUB24 Board Diversity Policy.</li></ul>
RNC	<ul style="list-style-type: none"><li>In order to assist the Board in discharging its responsibilities, the Board has established and delegated certain functions to the HUB24 Remuneration &amp; Nomination Committee (<b>RNC</b>).</li><li>The RNC's role includes but is not limited to:<ul style="list-style-type: none"><li>The process for creating and maintaining appropriate diversity including the recruitment of new directors, including evaluating the balance of skills, knowledge, experience, independence and diversity on the Board and, in light of this evaluation, prepare a description of the role and capabilities required for a particular appointment;</li><li>Monitoring and reporting any gender or other inappropriate bias generally or in remuneration for HUB24 Directors, senior executives or other employees; and</li><li>Promoting diversity and inclusion within the HUB24 Group.</li></ul></li></ul>

## 4. Definitions

Term	Definition
HUB24	HUB24 Limited.
HUB24 Group	HUB24, the parent entity of the HUB24 Group of companies, and all of its subsidiaries.
Board	HUB24 Limited Board of Directors

## 5. Procedure Governance

### 5.1 Review Cycle:

- 5.1.1 This Policy is reviewed every two years or more frequently if there is a significant change to the HUB24 strategy, operating environment or legislative updates.

### 5.2 Approval:

- 5.2.1 Minor amendments are approved by the R&NC.  
5.2.2 Major amendments are approved by the HUB24 Limited Board.

# 6. Relevant Documents

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**6.1** HUB24 Group Code of Conduct

**6.2** HUB24 Group Diversity Policy