EQUAL OPPORTUNITY AND PROTECTION AGAINST DISCRMINATION OF TRANSGENDER PERSONS POLICY

At Restaurant Brands Asia Limited ("**RBAL**" / "**Company**"), we recognise the value of a diverse workforce. We are committed to providing equal opportunities in employment and creating an inclusive Workplace (as defined hereinafter) and work culture in which all Constituents (as defined hereinafter) are treated with respect and dignity.

We consider workforce diversity to be a business imperative. We will strive to ensure that our workforce is representative of Constituents from all sections of society. We believe that by doing so we will be better equipped to develop and deliver accessible and inclusive products and services.

This Equal Opportunity And Protection Against Discrimination Of Transgender Persons Policy ("**Policy**") has been framed pursuant to provisions of the Transgender Persons (Protection of Rights) Act, 2019 ("**Act**") and Rule 12 (2) of the Transgender Persons (Protection of Rights) Rules, 2020 (as amended from time to time) ("**Rules**").

Policy Statement

At RBAL, we are committed to providing a safe working environment and to ensuring that no Transgender Person (as defined hereinafter) is discriminated against in any manner, including in relation to employment, recruitment, employment benefits, promotion and other related aspects.

Our decisions on employment, career progression, training or any other benefits are solely based on merit. Any information shared by a Constituent on their gender and/or sexual orientation would remain confidential.

Definition and Scope

As defined in the Transgender Persons (Protection of Rights) Act, 2019, a "transgender person" means a person whose gender does not match with the gender assigned to that person at birth and includes trans-man or trans-woman (whether or not such person has undergone sex reassignment surgery or hormone therapy or laser therapy or such other therapy), person with intersex variations, genderqueer and person having such socio-cultural identities as kinner, hijra, aravani and jogta."

This Policy also applies to all aspects of employment, be it recruitment, training, working conditions, salaries, transfers, Constituent benefits and career advancement.

Policy Details

1. Facilities and Amenities

RBAL aims to provide all necessary infrastructure to its Constituents to create a conducive Workplace. Any Constituent facing issues should report to the facilities team at their location or write to the Complaint Officer.

2. Recruitment Process

At RBAL, hiring is purely based on merit and the candidates are evaluated based upon their skills and competence. Applicants can contact our Human Resources Team (**"HR**") for specific assistance with respect to suitable positions in compliance with applicable regulations.

Wherever Possible, All Vacancies Will Be Advertised Internally And Externally

All candidates will undergo a fair and transparent selection mechanism and no candidate will be denied any employment opportunity merely because such person is a Transgender Person.

Selection criteria (job description and employee specification) will be kept under constant review to ensure that it is non-discriminatory and that it relates purely to the skills needed for the position

Constituent Employee Benefits

RBAL nurtures a work environment where employees are treated with dignity and respect and are provided with safe and humane work conditions. We respect that our employees have the right to freedom of opinion and expression. We ensure that our employees are compensated fairly and equitably.

All employee decisions are on merit and business factors only and RBAL provides equal opportunities in hiring, promotion, transfers, compensation, benefits, leaves of absence, and decisions about discipline and termination of employment.

We are committed to creating a supportive and understanding workplace environment in which all individuals feel welcome, respected, and heard, and where they can realise their full potential regardless of gender and/or sexual orientation.

All data related to the gender identity of transgender persons shall be kept confidential, subject to applicable law.

Grievance Redressal

RBAL has appointed a member from the Human Resources Team, as Complaint Officer who will be responsible for providing the requisite support needed to realise the goals of an inclusive workplace and address the grievances/ compliant/concerns of all Transgender Persons. The Complaint Officer shall enquire into the complaints in accordance with the provisions of all applicable laws and with the support of the management of the Company or any other person authorised by the Company. Thereafter, the head of the Company shall take action on the enquiry report submitted by the Complaint Officer in accordance with the provisions of applicable laws. The head of the Company shall take action forthwith in all cases where action has not been taken in accordance with the above time limits. All Constituents are encouraged to report any incidents of violation of this policy in writing to the Complaint Officer.