

ANCOM LOGISTICS BERHAD [Registration No.: 196601000150 (6614-W)] (Incorporated in Malaysia)	Date of Revised Statement :	20/08/2024
	Last reviewed and approved by the Remuneration & Nomination Committee :	27/08/2024
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DIVERSITY POLICY

INTRODUCTION

The Board of Directors (“Board”) of Ancom Logistics Berhad (“Company”) acknowledges the importance of building an organisation that places emphasis on equal opportunity for all, regardless of age, ethnicity or gender. A diverse mix of personnel offers greater depth and breadth compared to homogenous groups, as differences in perspective, knowledge, regional and industry experiences as well as cultural and geographical background all combine to ensure that the organisation retains its competitive advantage.

Notwithstanding the above, knowledge, character, experience, integrity, competence and the ability to carry out responsibilities effectively within a role shall be the foremost consideration in the selection of a candidate for appointment to the Board and for employment in the Company or its subsidiaries (“Group”). The role of the organisation is to provide equal opportunity for individuals who possess the necessary abilities to advance their careers without being hindered by unfair discrimination.

The Board has not set out any measurable targets for diversity as the selection of talent depends on the pool of available candidates with the necessary skills, knowledge and experience at any given time.

SCOPE

This Policy shall apply to the Group excluding its associates, as the Board does not have control over the operations, management and internal control systems of these associates.

OBJECTIVES

This Policy sets out a framework which aims to:

- Build a workplace culture which provides an equal playing ground for all, prioritising individual merit regardless of social constructs such as age, ethnicity, gender, marital status or other considerations unrelated to work performance;
- Improve the quality of the workforce by drawing on and successfully managing the multiple viewpoints, backgrounds and skillsets that come with a diverse pool of employees; and
- Encourage an inclusive culture and strengthen awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

APPLICATION OF THE POLICY

The Policy will be manifested in the following manner:

- (a) When recruiting to fill vacancies, including at the Board or Senior Management level, the Remuneration and Nomination Committee (“R&N Committee”) and Management may draw from various sources which shall include independent recruiters, public vacancy advertisements, industry and professional associations or bodies as well as recommendations from the Board and existing employees.
- (b) The R&N Committee, together with Management, shall review and update succession plans to ensure that candidates are not denied opportunities based on unfair considerations.
- (c) In reviewing Board composition and succession planning, the R&N Committee will consider the benefits of all aspect of diversity, including but not limited to those described above. In identifying suitable candidates for appointment, the R&N Committee will consider candidates on all aspects of diversity to arrive at an optimum balance composition of the Board and its workforce, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit, contribution and potential that the selected candidates will bring to the Board and its workforce.

As gender is an important aspect of diversity, the R&N Committee will strive to ensure that:-

- (i) If external search consultants are used to search for candidates for Board appointments, the brief will include a requirement to also considering female candidates;
 - (ii) When seeking to identify a new Director for appointment to the Board, the R&N Committee will request for female candidates to be fielded for consideration;
 - (iii) Female representation on the Board be continually improved over time based on the set objectives of the Board; and
 - (iv) At least one female Director be appointed to the Board.
- (d) The R&N Committee shall develop programmes to develop a broader pool of skilled and experienced candidates for Board membership, such as workplace development programmes, mentoring programmes and targeted training and development.
 - (e) The Board may also develop strategies to encourage application of this Policy from time to time.

MONITORING AND REPORTING

With the exception of Board-level issues, Management is responsible for designing and implementing measures that are applicable to management level that are consistent with this Policy.

Board-level issues in relation to this Policy shall be the responsibility of the R&N Committee.

Both the R&N Committee and Management shall report regularly to the Board on its actions and progress pursuant to this Policy.

The Board shall review and/or amend this Policy periodically in accordance with the Group's values, regulations and other factors that may come into play in subsequent periods.

REVIEW OF THE POLICY

This Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. The R&N Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.