

LIKEI LOGISTIC SERVICES BERHAD

Registration No. 202101036465 (1436765-X)
(Incorporated in Malaysia)

GENDER DIVERSITY POLICY

LIKEI LOGISTIC SERVICES BERHAD (“**the Company**”) and its subsidiaries (“**the Group**”) recognises that gender diversity and equitable representation at the Board of Directors include both executive and non-executive (“**the Board**”) and key senior management levels are integral to sound corporate governance and crucial for maintaining a competitive advantage. A diverse leadership team fosters broader perspectives and ultimately supporting long-term growth and sustainable value creation.

The Company takes cognisance of the best practice recommended under the Malaysian Code on Corporate Governance which recommends that board comprise at least 30% women directors and is committed to promoting diversity in line with this guidance.

OBJECTIVE

This Gender Diversity Policy (“**Policy**”) provides a framework to support and enhance gender diversity at both the Board and key senior management levels.

The Company acknowledges the importance of promoting gender diversity at Board and key senior management level and will actively work towards having more female directors on the Board and key senior management. While the Company recognises the value of increased female representation, it does not prescribe fixed quotas in this Policy to avoid potential mismatches or tokenism in Board and senior management appointments. Instead, the Company ensures merit-based selection while giving due consideration to gender as part of a balanced and effective leadership composition.

The Board will continue to evaluate its composition based on a combination of factors, including but not limited to gender diversity, skill sets, relevant experience, independence, integrity, and commitment to the Group’s values and strategic direction.

MEASURES

To support the objectives of this Policy, the Company will undertake the following measures:-

- a. The Nomination Committee (“**NC**”) and the Board shall evaluate a broad range of factors when appointing individuals to the Board and key senior management roles, including but not limited to gender, age, ethnicity, educational and professional background, expertise, competencies, and leadership acumen.
- b. The NC is responsible in ensuring that gender diversity considerations are integrated into Board recruitment and succession planning processes.
- c. The Company is committed to cultivating a non-discriminatory workplace culture that supports the participation and retention of women in leadership roles. To this end, the Company will:-
 - source candidates from a gender-diverse talent pool for Board and key senior management roles;
 - review succession planning strategies to ensure appropriate attention is given to gender balance;
 - develop transparent, inclusive selection criteria for hiring and promotion processes; and
 - introduce or revise additional policies and practices, as appropriate, to further strengthen gender diversity efforts.

DISCLOSURE

This Policy shall be disclosed in the annual report of the Company in accordance with the best practices of the Malaysian Code on Corporate Governance. This Policy is made available for reference in the Company's website.

REVIEW OF THIS POLICY

This Policy shall be reviewed by the NC and updated whenever necessary to ensure its effective in promoting a diverse Board which includes an appropriate number of women directors. Any subsequent amendments to this Policy should be approved by the Board upon recommendation by the NC.

This Gender Diversity Policy was approved by the Board on 12 August 2025.