



LIKEI LOGISTIC SERVICES BERHAD

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

SUSTAINABILITY POLICY

OBJECTIVE

LIKEI LOGISTIC SERVICES BERHAD (“**the Company**”) and its subsidiaries (“**the Group**”) are committed to promote and continually improve the integration of sustainability into its working environment and business processes to achieve long term sustainable growth.

The Board of Directors (“**the Board**”) of the Company has established this Sustainability Policy to communicate to shareholders, employees, customers, vendors and other stakeholders on the Group’s efforts and resources to manage its material Environmental, Social and Governance (“**ESG**”) matters as well as to promote good sustainability practices.

This Sustainability Policy is based upon the following principles:-

- complying with all relevant legislations, regulations and guidelines issued by regulators;
- reaffirming the strategic importance of sustainability into the business decisions;
- promoting and ensuring the Board and all employees to be aware of, and involved in implementing this Sustainability Policy;
- activities taking into consideration the ESG factors; and
- to annually report, review and continuously strive to improve the sustainability performance.

SUSTAINABILITY POSITION

To operate on a sustainable basis, the Board focus their attention on the key impact areas. The Board employ both corporate strategy and feedback from internal and external stakeholders to define ESG factors.

A. ENVIRONMENT

The Board are committed to identifying, managing and minimizing adverse environmental impact of the business operations through the following initiatives:-

- enhancing the efficient use of resources and encouraging the adoption of sustainable and renewable materials;
- reducing environmental impact by reducing emissions and limiting pollution;
- developing innovative and practical solutions to environmental issues with the goal of mitigating or preventing adverse environmental impact arising from the services and processes;
- disclosing to stakeholders the relevant and appropriate fact-based information about services and operations in the realm of its corporate responsibility; and

- establishing and nurturing open, honest and timely communications, and being responsive to concerns.

B. SOCIAL

The Company seeks to protect the lives and health of its employees, including communities that surround its operations; protect its assets and enable continuity of its business in a trustworthy manner in the eyes of the public, based on the following principles:-

- maintain a safe and healthy workforce / safe workplace for all employees;
- foster equal opportunity, diversity, and inclusivity within the Group;
- nurturing a work environment that promotes diverse work force which contributes to the highest potential and maintaining a strong commitment to a harassment-free work environment;
- creating a harmonious workplace and committing to the development of the people, irrespective of race, religion, gender, etc., while recognizing diverse skills and contributions that support the achievement of the business strategy;
- complying with current laws on the minimum wage that are set by our government and ensure the ratio of basic salary and for women to men is 1:1; and
- actively engaging with the communities where we operate, striving to create a positive social and economic impact, and proactively managing any potential negative impacts of our business operations and their locations.

C. GOVERNANCE

The element of governance is taken into consideration in the running of the business, based on the following principles:-

- complying with all laws and regulatory requirements, standards and guidelines to which the Company adheres and implements;
- adopting high ethical values and ensure these practices are upheld across the Group's business through the Code of Conduct and employee training programmes;
- having in place robust policies and procedures to ensure the adequacy and integrity of the Company's internal control system and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;
- establishing a comprehensive enterprise-wide risk management process, which includes activities to identify, evaluate and manage risks faced by the Group in the pursuit of business objectives and strategies; and
- establishing an Investor Relations initiative which allows the Company to effectively communicate with shareholders, prospective investors, stakeholders and the general community, including maintaining a dedicated website which facilitates easy access to corporate information, annual reports, press releases, company announcements and corporate governance related matters affecting the Company.

MEASURABLE OBJECTIVES AND REPORTING

This Policy is embedded into the business practices through key senior management and led by the Chief Executive Officer, who is accountable for the implementation and monitoring of this Policy.

On an annual basis, the key senior management shall discuss with the Chief Executive Officer the measurable objectives and its progress towards achieving business sustainability for subsequent endorsement by the Board. The Board is at liberty to seek to improve one or more aspects of its sustainability and measure progress accordingly.

DISCLOSURE

Excerpts of this Sustainability Policy shall be disclosed in the corporate governance statement of the Company's Annual Report, including the Corporate Social Responsibility disclosure as stipulated by the Listing Requirements.

POLICY GOVERNANCE

The Policy shall be assessed, reviewed and updated where necessary and uploaded in the Company's corporate website and other channels, as appropriate. Any requirement for amendment and recommendation shall be deliberated and highlighted to the Board for approval.

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