

## **KGW Group Berhad**

### **Gender Diversity Policy**

#### **Policy Statement**

KGW Group Berhad values diversity in its leadership and is committed to fostering a gender-diverse Board and Key Senior Management team. We believe that balanced representation across gender, age, and ethnicity is essential to driving equitable decision-making, strengthening our business strategies, and enhancing overall corporate performance. This policy sets forth our commitment to achieving and sustaining a 30% representation of women on our Board and within Key Senior Management.

#### **Board and Key Senior Management Gender Representation Targets**

##### **1. Board Representation**

- KGW Group Berhad aims to ensure that at least 30% of our Board of Directors are women.
- If at any time the composition of women on the Board falls below this 30% target, the Board is committed to disclosing actions it has taken, or intends to take, to achieve this target, along with an estimated timeframe for achieving it.

##### **2. Key Senior Management Representation**

- We have established a target of 30% gender representation within our Key Senior Management team, while also striving to achieve balance in terms of age and ethnicity.
- As a logistics company, we recognize that industry-specific workforce dynamics may present unique challenges in meeting this target for Key Senior Management. However, the Board remains committed to advancing toward this target to the extent feasible, acknowledging the importance of diversity in leadership.

##### **3. Definition of Key Senior Management**

- “Key Senior Management” refers to individuals whom the Company regards as critical to the Group’s operations and leadership. This

includes those with primary responsibility over the core business operations of the Company and its principal subsidiaries.

### **Implementation and Accountability**

The Board and Nomination Committee will continually monitor and assess progress toward these gender diversity targets, prioritizing transparent disclosure and accountability. We recognize that diverse perspectives contribute significantly to our long-term success and are committed to ongoing efforts to foster an inclusive and diverse leadership.

### **Commitment to Continual Progress**

KGW Group Berhad acknowledges that achieving gender diversity targets requires continuous improvement. The Board will review this policy regularly and implement necessary measures to adapt to changing industry standards and best practices for diversity.

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