



FM GLOBAL LOGISTICS HOLDINGS BERHAD
Registration No. 199601008064 (380410-P)

DIVERSITY POLICY

1. Introduction

This policy sets out the framework to promote diversity in FM Global Logistics Holdings Berhad (“**the Company**”) and its subsidiary companies (collectively referred to as “**the Group**”), and is reflected and extended to the members of the Board of Directors and senior management of the Group.

Diversity in this context covers gender, age, ethnicity, cultural background and religious belief. Diversity also encompasses the ways people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

2. Objectives

The Company is committed to manage diversity, which may result from a range of factors including age, gender, ethnicity, nationality, sexual orientation, cultural background or other personal factors, as a means of enhancing the Company’s performance by recognising and utilising contribution of diverse skills and talents from its directors, senior management, officers and employees.

3. Policy Statement

Building a diverse and inclusive culture is essential to the Group’s success to enable the Company to respond to the Malaysia’s diverse customer base. A truly diversified Board, senior management and workforce can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company’s strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company’s strategies as set out in this policy. The policy is centered on the following initiatives:-

- (i) identifying and creating the right balance of skills, expertise and industry experience, competencies, time devoted, gender, age, educational, cultural, ethnicity and backgrounds of Directors and senior management; and
- (ii) ensure that recruitment and selection practices at all levels (including board) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.

In line with promoting diversity in the workplace, the Board has established the following procedures:-

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3.1 Recruitment

3.1.1 Directors

- (i) In relation to recruitment of director/board member, the Nomination Committee is entrusted by the Board to utilise variety of independent sources to identify potential candidates and balancing the mix of skills, experience, expertise, competencies, time devoted, age, gender educational, cultural and ethnicity of Directors; and/or engaging external consultants that will present diverse candidates.
- (ii) The Nomination Committee will take into consideration the benefits of boardroom diversity and to appoint candidate based on merit and without prejudice, and strive to achieve at least 30% of women Director on Board when reviewing the Board's composition. Consideration is also given to meeting the balance of independent Directors on the Board.
- (iii) Upon identifying the appropriate candidate to be appointed as director or board member, the Nomination Committee will make their recommendations to the Board for approval.

3.1.2 Key Senior Management, Officers and Employees

- (i) All persons, regardless of age, gender, ethnic, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff or directors.
- (ii) There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (iii) In order to ensure there is a healthy representation of women in key senior management positions, the Board strive to achieve at least 20% of women participation.

3.2 Remuneration and Promotion

- (i) The setting of the remuneration levels of the senior management, officers and employees and directors regardless of age, gender, ethnic, cultural background or other personal factors without bias.
- (ii) All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Company's needs and be determined on skills and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

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3.3 Trainings

All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

4. Workplace Diversity Principles

The Company is committed to workplace diversity ensuring that it values and respects differences and that its workplace is fair, accessible, flexible and inclusive and free from discrimination.

Promoting workplace diversity is everyone's responsibility and includes:

- practising and promoting behaviour consistent with the Company's Corporate Code of Business Conduct and Work Ethics Policy;
- respecting different ways of thinking and using its employees' different perspectives to improve business outcomes;
- treat each other with respect and dignity;
- provide a safe, secure and healthy workplace;
- make decisions genuinely based on equity and fairness;
- value the diversity of people; and
- take appropriate action to eliminate discrimination.

5. Monitoring and Reporting

The diversity targets and measures should be assessed annually and the progress should be monitored to determine if they are effective. Where targets are not achieved, plans for improvement should be deliberated and reported to the Board.

Disclosure of the diversity of the Board composition and workforce in terms of gender, ethnicity and age will be made in the Company's Annual Report.

6. Review of the Policy

The Board will review and assess the effectiveness of this Policy periodically to ensure that the objectives of relevant legislations were met and remain effective for the Group. Any change to this Policy shall be deliberated and approved by the Board of Directors.

This Diversity Policy was reviewed, approved and adopted by the Board of Directors on 23 August 2023.