



# **TIONG NAM LOGISTICS HOLDINGS BERHAD**

Registration No. 198901005177 (182485 V)  
(Incorporated in Malaysia)

## **DIVERSITY POLICY FOR BOARD AND SENIOR MANAGEMENT**

### **INTRODUCTION**

Tiong Nam Logistics Holdings Berhad (“Tiong Nam” or the “Company”) is committed to and recognizes the benefit of gender diversity. To the extent practicable, the Company will address the recommendations and commentary provided in the Malaysian Code on Corporate Governance (“MCCG”) which was issued in 2021.

### **OBJECTIVE**

This policy is intended to set out the approach in determining the composition of Board of Directors of the Company (“Board”) and senior management to ensure it achieves the optimum gender, age and cultural background diversity without compromising the aspect of merit.

### **RESPONSIBILITIES**

The Board will have regard to gender, age and cultural background as its main criteria for diversity, however merits shall not be compromised and will remain as the key criteria for new appointments on the Board.

The Nomination Committee (“NC”) is responsible in ensuring that gender, age and cultural background diversity objectives are adopted in Board selection and succession planning processes.

In reviewing the Board’s composition, the NC will assess and evaluate current diversity levels, identify and analyse criteria for new board appointments, and thereafter recommend to the Board in order to maintain an appropriate range and balance of skills, experience and background on the Board.

### **MONITORING AND REPORTING**

The Board is of the view that, while it is important to promote boardroom diversity in terms of gender, age and cultural background, the selection criteria based on an effective blend of competencies, skills, experience and knowledge to strengthen the Board remain a priority.

The Board would take into consideration the following measures: -

#### **I. Gender Diversity**

In accordance with the Main Market Listing Requirement, the Company will disclose in the Annual Report and through the Corporate Governance Report as announced to Bursa Malaysia, its policy of gender diversity and the proportion of women participation at Board level on annual basis.



# TIONG NAM LOGISTICS HOLDINGS BERHAD

Registration No. 198901005177 (182485 V)  
(Incorporated in Malaysia)

The NC will annually monitor the scope and applicability of this policy, which includes the following: -

- a) The Board will maintain at least 30% women directors in its composition at all times.
- b) Should the composition of women directors drop to less than 30%, the Board will do at the best endeavour to appoint new women directors.
- c) The Company shall adopt an accommodating boardroom culture and environment that is free from discriminations to attract and retain women participation on the Board.

## II. Age Diversity

The Board acknowledges the benefits of having diversity in the boardroom in terms of age demographics, which would create professional environments that are rich with experience and maturity as well as youthful enthusiasm. The Board with a wide range of age has the advantage of creating a dynamic, multi-generational workforce with a diverse range of skill sets that are beneficial to the Company.

The Company does not set any specific target for the boardroom age diversity but will actively work towards having appropriate age diversity in the Board.

## III. Cultural Background Diversity

The Board recognises that as today's business world becomes increasingly global in outlook, cultural diversity in the boardroom is encouraged as it provides advantages that can help the Company prosper including but not limited to sharing of knowledge in different markets as well providing a variety of viewpoints with regards to problem-solving, new, and innovative solutions.

The Company does not set any specific target for cultural diversity in the boardroom but will actively work towards having appropriate cultural diversity on the Board.

The NC is responsible for ensuring that boardroom diversity objectives are adopted in board recruitment, board performance evaluation and succession planning processes.

## REVISION

The NC will review the measures set to achieve appropriate boardroom diversity from time to time.

The NC will also review this policy when necessary and will recommend to the Board of any changes to ensure that this policy is in line with the requirements of the Company.

This policy shall be made available on the Company's website.

This policy is dated 24 August 2024.