

**BOARD DIVERSITY POLICY**  
**(adopted on April 01, 2023)**



## **BOARD DIVERSITY POLICY**

At Asian Warehousing Limited, we genuinely believe that diversity and inclusion are key to our success. This belief isn't just a corporate mantra—it's a part of who we are, woven into our values and practices from top to bottom. From our Board of Directors to every corner of our organization, we strive to create an environment where everyone feels valued and included.

With operations spanning across different regions and a team as diverse as the communities we serve, we understand that embracing different perspectives isn't just the right thing to do—it's smart business. By bringing together a wide range of experiences, backgrounds, and ideas, we stay ahead of the curve and continue to grow stronger.

We value diversity in all its forms, including differences in thought, knowledge, skills, experience, cultural and geographic backgrounds, age, ethnicity, race, and gender. Our goal is to reflect the diversity of the communities we serve.

A diverse Board with varied perspectives enhances decision-making, contributing to the long-term success of the company in the best interests of our stakeholders. Therefore, we are dedicated to selecting Directors based on a wide range of experiences, backgrounds, skills, knowledge, and insights, with a strong emphasis on diversity. Our Director selection process is guided by objective criteria, ensuring that no candidate is discriminated against based on personal or physical attributes that do not impact their ability to perform effectively as a Director.

The following factors are considered while identifying candidates for nomination to the Board:

- **Qualifications:** This includes the necessary skills, expertise, competencies, and experience, along with other qualities that the Board deems essential for effective oversight, particularly in light of the nature of the company's operations and strategy.
- **Board Culture:** Candidates should possess characteristics that promote a Board culture open to diverse perspectives, free from conscious or unconscious bias and discrimination.
- **Diversity:** The Committee will prioritize characteristics that enhance the diversity of the Board. This includes, but is not limited to, gender, age, race, ethnicity, culture, disability, sexual orientation, and geographic representation, as well as any other relevant attributes identified over time.
- **Legal and Regulatory Compliance:** The Committee will ensure that candidates meet legal and regulatory requirements, such as those related to residency and independence.

The board and committee's effectiveness at implementing this policy will be taken into account during annual performance evaluations.

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