



KLN LOGISTICS GROUP LIMITED

(Incorporated in the British Virgin Islands and continued into
Bermuda as an exempted company with limited liability)

Stock Code 636

Workforce Diversity Policy

(30 March 2026)

KLN Logistics Group Limited (the “Company”, together with its subsidiaries, the “Group”) recognises and embraces the benefits of having a diverse workforce (including senior management) to enhance the quality of its performance and is committed to diversity at all levels, including but not limited to gender, age, cultural and educational background, and professional experience. The Workforce Diversity Policy (“**this Policy**”) aims to set out the approach to achieve diversity in the workforce of the Company.

1. Purpose

- 1.1 This Policy aims to set out the approach to achieve diversity in the workforce (including senior management).

2. Vision

- 2.1 The Company recognises and embraces the benefits of having a diverse workforce (including senior management) to enhance the quality of its performance, and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.

3. Policy Statement

- 3.1 With a view to achieving a sustainable and balanced development, the Company is committed to diversity at all levels, including but not limited to gender, age, cultural and educational background, and professional experience.

4. Measurable Objectives

- 4.1 Selection of candidates will be based on various dimensions, including but not limited to gender, age, cultural and educational background, professional experience and skills, knowledge, management experience, race and ethnicity and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Company.

5. Monitoring and Reporting

- 5.1 The Nomination Committee will report annually, in the Corporate Governance Report, on the gender ratio of senior management and workforce (excluding senior management). The workforce gender ratio may be disclosed by categories of employees e.g. by level (middle management and rank and file), and/or by function (technical, administrative, or production). Recruitment and selection practices at all levels (from the Board downwards) shall be appropriately structured so that a diverse range of candidates are considered. The Company is mindful to develop a diverse pipeline for succession by implementing appropriate program(s) that will assist in the development of a broader and more diverse pool of skilled and experienced employees for future senior management and board positions.

6. Review of this Policy

- 6.1 The Nomination Committee will review this Policy annually (and at anytime as appropriate) to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Company's website for public information.
- 7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.
