

Ref. (14) JPB/321-7/9 Vol. VII

26th July 2024

To All Users of Johor Port Container Terminal ("JCT")

Dear Sir/Madam,

**ANNOUNCEMENT: INTRODUCTION OF FEMALE VESSEL OPERATION ASSISTANTS
AT JOHOR PORT CONTAINER TERMINAL, PASIR GUDANG**

Reference is made to the above subject matter.

We are writing to inform you that effective 1st August 2024, JCT will deploy female Vessel Operation Assistants in terminal operation on a daily basis.

This initiative is part of Johor Port Berhad's commitment in fostering an Environment, Social and Governance (ESG) culture and mindset. It underscores our dedication to diversify and inclusion in the workplace, encompassing gender, age, ethnicity, and other facets of diversity.

This commitment is increasingly important in response to growing concerns among investors and stakeholders who seek not only economic profits but also social good and value creation.

Therefore, we kindly seek your understanding and support as stakeholders to ensure the safety and security of our female employees, particularly in vessel onboard operations, by preventing instances of sexual harassment, whether verbal, non-verbal, visual, psychological, physical or any other form of compromise.

Any incidents or concerns regarding inappropriate behavior or sexual harassment should be reported immediately through our Human Resources Department.

If you have any questions or concerns, please do not hesitate to contact us. We would be happy to provide any additional information you may require.

Thank you for your continued support and understanding.

Yours sincerely,

JOHOR PORT BERHAD



EDWIN GERARD LOUIS ROSARY

Chief Operating Officer

CC: Lembaga Pelabuhan Johor, Ybhg. Dato' Monaliza Binti Suhaimi, Pengurus Besar.
En. Kamaruzaman Bin Hj Munasir, Penolong Pengurus Besar Bhg. Operasi dan Kawalselia.