



**ZHULIAN CORPORATION BERHAD**

**Company No. 199701000031 (415527-P)**

**(Incorporated in Malaysia)**

# DIVERSITY POLICY FOR BOARD AND SENIOR MANAGEMENT

## 1. INTRODUCTION

Zhulian Corporation Berhad and its subsidiaries (“the Group”) are committed to maintaining high standards of corporate governance by promoting diversity within its Board of Directors (“the Board”) and Senior Management.

Diversity in this context encompasses differences in skills, experience, knowledge, age, gender, ethnicity, nationality, cultural background, education, and other personal attributes. Building a diverse and inclusive leadership culture enhances decision-making, creativity, capacity, and effectiveness, contributing to long-term business resilience and stakeholder value creation.

## 2. PURPOSE

The purpose of this Policy is to:

- Set out the Group’s approach to achieving diversity on the Board and in Senior Management.
- Ensure appointments and promotions are made based on merit, while recognising the benefits of diversity in strengthening governance and business performance.
- Support compliance with Bursa Malaysia Listing Requirements and the Malaysian Code on Corporate Governance (MCCG).

## 3. SCOPE

This Policy applies to:

- **Board of Directors** – Executive, Non-Executive, and Independent Directors.
- **Senior Management** – Executive Directors, Chief Executive Officer, Chief Financial Officer, and Heads of Departments with authority and responsibility for planning, directing, and controlling the Group’s activities.

## 4. POLICY STATEMENT

The Group affirms its commitment to a culture of diversity and inclusivity. Appointments, recruitment, and promotions will be:

- **Merit-based**, considering qualifications, skills, experience, integrity, and time commitment.
- **Inclusive**, ensuring no discrimination on ethnicity, gender, age, nationality, religion, marital status, or other personal attributes.
- **Balanced**, aiming for a mix of skills, backgrounds, and perspectives to support effective decision-making.

## 5. MEASURABLE OBJECTIVES

To give effect to this Policy, the Group will:

- Strive to maintain at least 30% women on the Board and in Senior Management.
- Regularly review the composition of the Board and Senior Management to ensure an appropriate balance of skills, backgrounds, and experiences.
- Ensure diversity is a key consideration in succession planning, leadership development, and recruitment.
- Disclose in the Annual Report the progress made in achieving the objectives of this Policy.

**6. MONITORING AND REPORTING**

- The **Nomination and Remuneration Committee (NRC)** shall oversee the implementation of this Policy, reviewing Board and Senior Management composition annually.
- The NRC shall report to the Board on diversity achievements, challenges, and proposed measures.
- A summary of this Policy and the state of Board and Senior Management diversity shall be disclosed in the Company's Annual Report.

**7. ADMINISTRATIVE MATTERS**

- This Policy shall be maintained as part of the Group's corporate governance framework under the custody of the Company Secretary.
- The NRC shall review and assess the effectiveness of this Policy annually or more frequently as required and recommend amendments for Board approval.

**8. EFFECTIVE DATE**

This Policy was reviewed and approved by the Board of Directors of Zhulian Corporation Berhad on 22 October 2025.