

GENDER DIVERSITY POLICY

1. INTRODUCTION

Vanzo Holdings Berhad (“**the Company**”) and its subsidiary companies (“**Group**”) recognises the importance of gender diversity in designing its composition of Board of Directors (“**Board**”) and Senior Management. To ensure effective appointment of Directors or Senior Management, the Company does not set any immediate specific target on the gender composition of its Board or employees. Nevertheless, the goal of the Company is to promote gender diversity in workplace and to support women participation on the Board and Senior Management of the Group.

2. OBJECTIVE

This Gender Diversity Policy (“**Policy**”) sets out the Company’s approach to gender diversity applicable to the Board and Senior Management. It provides a framework for the Company to achieve a diverse and skilled workforce as the Company believes a diversified workforce would contribute different ideas, insights and perspectives towards achieving an optimum decision making process. The Policy focuses on identifying and balancing the different skills and industry experience, background, gender and age in achieving gender diversity within its Board and Senior Management.

3. BOARD DIVERSITY

- a) The Company believes that a diverse Board provides a variety of perspectives, enriches the decision-making process, mitigates the risk of groupthink or uncritical conformity, and fosters constructive debates.
- b) The composition of the Board will ultimately reflect the particular skill sets, knowledge, and experience that will contribute positively to the Group’s goals and objectives.
- c) In addition to assessing the merits of any Board candidate against the skill sets required, due consideration will also be given to the level of diversity within the present leadership and the positive impact further diversity might have on the Group.
- d) Gender diversity will be accorded particular attention during the process of Board appointments, ensuring that the Board appoints and maintains at least one woman director on Board.

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4. SENIOR MANAGEMENT DIVERSITY

- a) The Managing Director is responsible for providing executive leadership necessary to ensure the long-term success and sustainability of the Group and integrating the Board's approved policies, including this Policy, in the recruitment and development of the Group's Senior Management.
- b) All persons, regardless of age, gender and ethnicity with the appropriate experience and qualifications are considered equally in the process of selection of suitable candidates for the recruitment of new employees.
- c) The Company's diversity strategies include:
 - recruiting from a diverse pool of candidates;
 - reviewing succession plans to ensure an appropriate focus on gender diversity;
 - identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity;
 - secure equal treatment with respect to general working conditions/environment and rights including wages and promotion opportunities; and
 - developing programs to develop a broader pool of skilled and experienced Senior Management, including workplace development programs, mentoring programs and targeted trainings and development;

5. MONITORING AND REPORTING

The Nominating Committee shall monitor the implementation of this Policy and report to the Board annually on the Board and Senior Management's compositions in terms of diversity and progress made in achieving the goal for promoting diversity as set out in this Policy.

6. REVIEW OF THIS POLICY

The Board shall review and assess the relevance and effectiveness of this Policy periodically to assess their effectiveness, and in any event, at least once every 3 year, the Board deem necessary and/or require to ensure its relevance and effectiveness in keeping with the Group's changing business environment, administrative or operational needs as well as changes to legislations.

7. REVISION OF THIS POLICY

The provisions of this Policy can be amended and supplemented from time to time by a resolution of the Board.

8. PUBLISHED AT THE WEBSITE

This Policy is made available on the Company's website.

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