



**NTPM HOLDINGS BERHAD**  
**Registration No. 199601012313 (384662-U)**  
**(Incorporated in Malaysia)**

**DIRECTORS' FIT AND PROPER POLICY**

**1. INTRODUCTION**

- 1.1 NTPM Holdings Berhad ("NTHB" or the "Company") has adopted the Directors' Fit and Proper Policy ("Policy") to ensure a formal, stringent and transparent process for the appointment and re-election of Directors and senior management of the Company and its subsidiaries.
- 1.2 In formulating this Policy, the Company is obliged to comply with the requirements contained in the Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities"), the Malaysian Code on Corporate Governance as at 28 April 2021 ("MCCG") and other applicable rules and regulations to ensure compliance with the obligations imposed.

**2. OBJECTIVE**

- 2.1 This Policy aims to guide the Company's Board of Nominating Committee ("NC") and Board of Directors (the "Board") in their review and assessment of candidates who are to be appointed onto the Board as well as Directors who are seeking for re-election in complying with the new Paragraph 15.01A of MMLR.
- 2.2 The general criteria that form the overarching criteria in relation to the Policy are outlined below: -
  - a) Character and integrity;
  - b) Experience and competence; and
  - c) Time and commitment
- 2.3 The Board is committed to ensuring that the Directors of the Company has the appropriate skill and experience commensurate with the role that they hold, and will make all final determinations on the fitness and propriety of as the Director of the Company.

**3. SCOPE AND APPLICATION**

- 3.1 In accessing if a candidate met the criteria under this Policy, the Board and the NC should consider factors which includes but are not limited to the following: -
  - a) Character and integrity
    - (i) Probity
      - is compliant with legal obligations, regulatory requirements and professional standards;
      - has not been obstructive, misleading or untruthful in dealings with regulatory bodies or a court.



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- (ii) Personal integrity
  - has not perpetrated or participated in any business practices which are deceitful, oppressive improper (whether unlawful or not), or which otherwise reflect discredit on his professional conduct;
  - service contract (i.e. in the capacity of management or Director) had not been terminated in the past due to concerns on personal integrity;
  - has not abused other positions (i.e. political appointment) to facilitate government relations for the company in a manner that contravenes the principles of good governance;
  - has not been reprimanded or disqualified or removed by a professional or regulatory body in relation to matters in respect to the person's honesty, integrity or business conduct.
  
- (iii) Financial integrity
  - manages personal debts or financial affairs satisfactorily;
  - demonstrates ability to fulfil personal financial obligations as and when they fall due;
  - has not been subjected to a judgement debt which is unsatisfied, either in whole or in part whether in Malaysia or elsewhere.
  
- (iv) Reputation
  - is of good repute in the financial and business community;
  - has not been the subject of civil or criminal proceedings or enforcement action, in managing or governing an entity for the past 10 years;
  - has not been substantially involved in the management of a business or company which has failed, where that failure has been occasioned in part by deficiencies in that management.

b) Experience and competence

- (i) Qualifications, training and skills
  - possesses education qualification that is relevant to the skill set that the Director is earmarked to bring to bear onto the boardroom (i.e. a match to the board skill set matrix);
  - has a considerable understanding on the workings of a corporation;
  - possesses general management skills as well as understanding of corporate governance and sustainability issues;
  - keeps knowledge current based on continuous professional development;
  - possesses leadership capabilities and a high level of emotional intelligence.



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- (ii) Relevant experience and expertise
  - possesses relevant experience and expertise with due consideration given to past length of service, nature and size of business, responsibilities held, number of subordinates as well as reporting lines and delegated authorities.
- (iii) Relevant past performance or track record
  - had a career of occupying a high-level position in a comparable organisation, and was accountable for driving or leading the organisation's governance, business performance or operations;
  - possesses commendable past performance record as gathered from the results of the board effectiveness evaluation.
- c) Time and commitment
  - (i) Ability to discharge role having regard to other commitments
    - able to devote time as a board member, having factored other outside obligations including concurrent board positions held by the director across listed issuers and non-listed entities (including not-for-profit organisations).
  - (ii) Participation and contribution in the board or track record
    - demonstrates willingness to participate actively in board activities;
    - demonstrates willingness to devote time and effort to understand the businesses and exemplifies readiness to participate in events outside the boardroom;
    - manifests passion in the vocation of a director;
    - exhibits ability to articulate views independently, objectively and constructively;
    - exhibits open mindedness to the views of others and ability to make considered judgment after hearing the views of others.

**4. RESPONSIBILITIES OF THE BOARD AND NC**

- 4.1 The NC is responsible for conducting the assessment the fitness and propriety of directors based on the criteria set under Clause 3 above before recommending to the Board for making decisions on their appointments.
- 4.2 Based on the high-level and baseline considerations outlined in Clause 3 above, the Board and NC may discuss and determine prescriptions and specifications based on its specific circumstances, needs and requirements, such as specification on the minimum years of experience needed that a candidate must have as a director to be considered for an appointment to the board. These considerations should be periodically assessed and reviewed by the Board and NC to ensure their relevance and alignment with organisation needs and structure.



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**5. ASSESSMENT OF FITNESS AND PROPRIETY OF DIRECTORS**

- 5.1 The fit and proper assessments on each Director within the scope of this Policy, including current Directors, who are incumbents for election or appointment as a Director shall be conducted by the NC both prior to initial appointments and at regular intervals of at least annually or whenever the Company becomes aware of information that may materially compromise a Director's fitness and propriety.
- 5.2 The Company will consider the factors set out in Clause 3 above in assessing a Director's fitness and propriety before recommending to the Board for approval. The factors shall be assessed individually, as well as collectively, considering their relative importance. Failure to meet one factor on its own does not necessarily mean failure to meet the fit and proper criteria. The Company will consider the specific circumstances surrounding a Director's failure to meet specific factors, such as the lapse of time since the occurrence of events, other contributing factors and the significance of the event from the perspective of potential risks posed to the Company.
- 5.3 The Company should exercise the assessment objectively in the best interests of the Company and the sound conduct of the Company's business. In conducting the assessment, the Company should consider whether there have been material changes in the nature or scope of the responsibilities assumed by a Director in which higher standards of competence or judgement are required to properly perform the duties associated with the said position.

**6. NON-DISCLOSURE OF SENSITIVE AND CONFIDENTIAL INFORMATION**

- 6.1 Whilst the Company should disclose the customised considerations and expectations in this Policy, the Company will not disclose any sensitive and confidential information.

**7. REVIEW OF POLICY**

- 7.1 This Policy shall be reviewed periodically by the NC and be revised at any time as it may deem necessary in accordance with the needs of the Company, the Listing Requirements of Bursa Securities and/or any other applicable laws enforced at the time being.
- 7.2 Any amendments/revision required to the Policy shall be recommended to the Board for approval.



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**History of the Directors' Fit and Proper Policy**

Date	Description
27.06.2022	Approval and adopted of the Policy by the Board