

CORPORATE GOVERNANCE REPORT

STOCK CODE : 5272
COMPANY NAME : Ranhill Holdings Berhad
FINANCIAL YEAR : 2019

OUTLINE:

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

Disclosures in this section are pursuant to Paragraph 15.25 of Bursa Malaysia Listing Requirements.

SECTION B – DISCLOSURES ON CORPORATE GOVERNANCE PRACTICES PURSUANT CORPORATE GOVERNANCE GUIDELINES ISSUED BY BANK NEGARA MALAYSIA

Disclosures in this section are pursuant to Appendix 4 (Corporate Governance Disclosures) of the Corporate Governance Guidelines issued by Bank Negara Malaysia. This section is only applicable for financial institutions or any other institutions that are listed on the Exchange that are required to comply with the above Guidelines.

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

Disclosures in this section are pursuant to Paragraph 15.25 of Bursa Malaysia Listing Requirements.

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.1

The board should set the company's strategic aims, ensure that the necessary resources are in place for the company to meet its objectives and review management performance. The board should set the company's values and standards, and ensure that its obligations to its shareholders and other stakeholders are understood and met.

Application :	Applied
Explanation on application of the practice :	<p>The Board continues to execute its fiduciary duties to use reasonable care, skill & diligence in line with Section 211 (1) and (2) and Section 213 (1), (2) and (3) of the Companies Act 2016.</p> <p>The Board is responsible for ensuring that the Group continues to remain on track towards the realisation of its set business objectives and goals. In fulfilling this duty, the Board has developed an annual business plan, which charts the course forward for the Group.</p> <p>The Board is guided by its Board Charter, which stipulates the roles and responsibilities, the power and authority vested in the Board and other required guidance in enabling the Board to discharge its duties. This includes matters reserved for the Board's approval, and those, which the Board may delegate to the Board Committees, the President and Chief Executive ("PCE"), Chief Operating Officer ("COO"), Chief Corporate Officer ("CCO"), and Senior Management.</p> <p>The Board Charter is available at www.ranhill.com.my.</p> <p>On 19 November 2019, the Board tabled and approved the Group's Budget and Business Plan for the year 2020. At the same meeting, in ensuring and strengthening the Group's long-term profitability and sustainability, the Board had reviewed and supported the Development Initiatives in connection with strategic business and investment proposals.</p> <p>The Board has also established various Board Committees to facilitate the execution of its duties. Each Committee has its own respective Terms of Reference ("TOR") to facilitate the execution of its roles and responsibilities.</p>

	<p>Through the Governance and Risk Management Committee (“GRMC”), the Board looks to effectively address the Group’s risk exposure.</p> <p>Via its Audit Committee (“AC”), the Board ensures Ranhill’s audit and accounting practices are in line with recognised accounting practices such as the Malaysian Financial Reporting Standards (“MFRS”) and the International Financial Reporting Standards (“IFRS”).</p> <p>Also, the Board through its Nominating and Remuneration Committee (“NRC”) ensures that there is an effective succession planning for the Board and that the Company’s remuneration plan is comparative to industry benchmarks.</p> <p>Effective 18 April 2019, with the dissolution of the Group’s Strategy and Investment Committee (“SIC”), the GRMC has assumed the SIC’s roles and responsibilities which include amongst others, reviewing and assessing viability and risks exposures on investment and divestment proposals, acquisitions, mergers and funding options.</p> <p>The GRMC’s TOR has been revised accordingly to reflect the GRMC’s expanded role and scope of duties. The GRMC’s TOR can be viewed at www.ranhill.com.my.</p> <p>Effective 7 November 2019, the Company has adopted its Investor Relation Policy towards ensuring improved dissemination of material information to shareholders, prospective investors and stakeholders.</p> <p>As the highest decision making body, the Board sets the tone at the top by placing the highest priority on business sustainability and corporate governance.</p> <p>In line with the new MCCG, the Board in 2019 has conducted a thorough assessment of its internal corporate governance framework and practices. Revisions have been made to strengthen our overall governance.</p> <p>During FY2019, the Board together with top Senior Management met to outline key strategic issues and decision making. Further details of the Board’s role in setting strategy are given in the Corporate Governance Overview Statement of the 2019 Annual Report.</p>
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.2

A Chairman of the board who is responsible for instilling good corporate governance practices, leadership and effectiveness of the board is appointed.

Application	:	Applied
Explanation on application of the practice	:	<p>Tan Sri Azman Yahya is the Chairman of the Board.</p> <p>Within the Group's Board Charter, the Chairman has prescribed roles that look to provide robust stewardship of the Group in line with ensuring corporate governance practices, leadership and effectiveness. Among the key responsibilities are:-</p> <ul style="list-style-type: none">• Providing leadership for the Board to ensure it executes its responsibilities effectively;• Helming the Board towards ensuring good corporate governance within the Group;• Representing the Board to shareholders;• Maintains regular contact with the President and Chief Executive;• Facilitates healthy discussion and deliberation at Board meetings and ensures all Board members participate actively;• With the assistance of the Company Secretary, sets the Board agenda and ensures Board Members receive all required information in a timely manner prior to meetings. <p>The Chairman's role in ensuring a greater degree of independent judgement has been strengthened when on 2 February 2019, Tan Sri Azman was re-designated from Non-Independent Non-Executive Director to Independent Non-Executive Director.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.3

The positions of Chairman and CEO are held by different individuals.

Application	:	Applied
Explanation on application of the practice	:	<p>The position of Chairman is held by Tan Sri Azman Yahya while the position of President and Chief Executive ("PCE") is held by Tan Sri Hamdan Mohamad.</p> <p>Both individuals have distinct roles which are clearly described in the Group's Board Charter. The Chairman's role is described in Practice 1.2 of this CG Report.</p> <p>The PCE drives the strategic day-to-day management of the Group. Together with the Senior Management, he is responsible for translating strategic objectives, policies and goals set by the Board into tangible business targets or KPIs and for the realisation of these through actionable business plans.</p> <p>Other responsibilities include:</p> <ul style="list-style-type: none">• To develop and ensure the execution of day-to-day operational strategies together with the Management team.• Accountable to the Board for the overall Group performance and the observance of Management's limits.• To act within all specific authorities delegated by the Board. <p>While the Board has given the PCE and the Senior Management team a certain degree of flexibility and autonomy in the execution of business plans, the PCE is still accountable to the Board and reports to the Board on Group performance periodically.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.4

The board is supported by a suitably qualified and competent Company Secretary to provide sound governance advice, ensure adherence to rules and procedures, and advocate adoption of corporate governance best practices.

Application	:	Applied
Explanation on application of the practice	:	<p>The Group employs the service of a qualified Chartered Company Secretary - Lau Bey Ling (MAICSA No: 7001523/PC No. 201908004064) who has over 20 years of experience providing secretarial services, including public listed companies.</p> <p>In addition, the Group employs an External Secretary – Leong Shiak Wan (MAICSA No: 7012855/PC No. 202008002757) to provide additional corporate secretarial support.</p> <p>Directors have unrestricted access to the advice and services of both Group Secretaries.</p> <p>Together, the expertise and experience of both individuals allow for effective facilitation of Board and Board Committee meetings as well as the performance of other necessary duties to support the Board pertaining to the Group's constitution and ensuring Board policies and procedures are in accordance with set rules and regulations.</p> <p>The Company Secretaries' functions include (but not limited to):</p> <ul style="list-style-type: none">• Advising the Directors of their duties and responsibilities;• Advising the Directors of obligations to disclose their interest in securities, disclosure of any conflict of interest and related party transaction;• Advising the Directors of prohibition on dealing in securities during the closed period and restriction on disclosure of price sensitive information;• Prepare agendas of meetings for Board and Board Committees;• Attend all Board and Board Committees meetings and ensure that meetings are properly convened, and that accurate and proper records of the proceedings and resolutions passed are taken and maintained accordingly;

	<ul style="list-style-type: none"> • Advising the Board on its obligatory requirements to disclose material information; • Ensuring the appointment of new directors, re-appointment and resignation of Directors are in accordance with the relevant legislations; and • Ensuring execution of assessment for Directors, Board and Board Committees. <p>The Company Secretary has been present at all Board and Board Committees' meetings. The Board is satisfied with the performance and support rendered by the Company Secretaries to the Board in discharging their functions.</p>	
Explanation for departure :		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure :		
Timeframe :		

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.5

Directors receive meeting materials, which are complete and accurate within a reasonable period prior to the meeting. Upon conclusion of the meeting, the minutes are circulated in a timely manner.

Application	:	Applied
Explanation on application of the practice	:	<p>In facilitating more effective time planning for Directors, the annual meeting calendar is circulated in advance of each new year. The calendar provides meeting dates for the Board, Board Committees, the annual general meeting ("AGM") and other major appointments.</p> <p>It also provides the closed periods for dealings in securities by Directors based on the targeted dates of announcements of the Group's quarterly results.</p> <p>Moving towards digitalisation, Ranhill has invested in Diligent Board, an electronic meeting management system or Board portal as an effective means to disseminate meeting materials to Board of Directors.</p> <p>Diligent Board offers the following administrative advantages to Directors and Company Secretary in relation to board meeting documentation:</p> <ul style="list-style-type: none">• Meeting materials can be accessed anytime and anywhere;• Keeps confidential board meeting documentation and sensitive corporate data safe and secure;• Keeps past board meeting documentation which can be easily retrieved; and• Paperless systems that is more environmentally friendly <p>In FY2019, notice of Board meetings, board papers and other meeting materials were circulated to the Board at least five (5) business days in advance to allow board members time to review the information and prepare accordingly for meetings so they may make informed decisions, and contribute productively during meetings.</p> <p>While Management have endeavoured to meet the five-day internal commitment for board paper circulation, there were few occasions where very urgent matters needed to be tabled quickly for Board approval. On the occasions, the internal commitment of five working days was not met.</p>

	<p>Going forward, with the Diligent Board system, we aim to ensure compliance for all matters and papers brought to the Board.</p> <p>The Company Secretaries attend all Board and Board Committees meetings and ensure that meetings are properly convened, and that accurate and proper records of the proceedings and resolutions passed are taken and maintained accordingly. Meetings of the Board and the Board Committees are carefully minuted and circulated to all Board members.</p>	
Explanation for departure :		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure :		
Timeframe :		

Intended Outcome

There is demarcation of responsibilities between the board, board committees and management. There is clarity in the authority of the board, its committees and individual directors.

Practice 2.1

The board has a board charter which is periodically reviewed and published on the company's website. The board charter clearly identifies—

- the respective roles and responsibilities of the board, board committees, individual directors and management; and
- issues and decisions reserved for the board.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has established a Board Charter since 26 May 2016 which outlines the respective duties and authority of the Chairman, the individual directors, the President and Chief Executive (“PCE”) and the respective Board Committees. The Charter also clear stipulates matters that are reserved for the Board’s deliberation and decision.</p> <p>On 26 February 2019, the Charter was revised towards achieving greater alignment with the requirements and recommendations outlined in the latest Companies Act 2016, Malaysian Code on Corporate Governance 2017 and the Bursa Malaysia Main Market Listing Requirements. The revised charter was approved by the Board and adopted on the same day.</p> <p>Since then, there has been subsequent revision to the Board Charter on the amendments made to the Terms of Reference of the GRMC and AC.</p> <p>The Board Charter is available on Ranhill’s corporate website at www.ranhill.com.my.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

The board is committed to promoting good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness.

The board, management, employees and other stakeholders are clear on what is considered acceptable behaviour and practice in the company.

Practice 3.1

The board establishes a Code of Conduct and Ethics for the company, and together with management implements its policies and procedures, which include managing conflicts of interest, preventing the abuse of power, corruption, insider trading and money laundering.

The Code of Conduct and Ethics is published on the company's website.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board established a formalised Code of Conduct & Business Ethics ("CCBE") on 25th April 2016. The Group's CCBE serves to guide expected good corporate conduct, behaviour and practices for all employees and Directors within Ranhill.</p> <p>The CCBE governs all related areas for good governance and best practices such as matters of corruption, bribery transparency, abuse of power, accountability, conflicts of interest ("COI"), breach of privacy / confidentiality, insider trading, fair dealing and anti-competition, improper use of company assets, compliance with laws, rules and regulations and so on.</p> <p>All new employees are inducted to the CCBE during their orientation process. Communication on the CCBE is cascaded regularly across company communication channels as a reminder to employees.</p> <p>Supporting the CCBE is the Fraud and Whistleblowing policy which sets the standard for expected behaviour and practices for all within the Group.</p> <p>Going further, in FY2019, Ranhill's Rules of Life which draws from the Group's Health, Safety and Environment ("HSE") policy was introduced. Subsequently, the HSE Manual was approved by the Board and adopted by the Group on 26 February 2019.</p> <p>On a separate note, the GRMC reviewed the Group's preparation on Corporate Liability Provisions under Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009 which was highlighted by the Companies Commission of Malaysia.</p>

	<p>In relation to the aforementioned, Ranhill's Group Corporate Assurance Division ("GCAD") aims to realise the following by FY2020:</p> <ul style="list-style-type: none"> (a) Establish and formalise an Integrity Working Committee ("IWC") to drive the Company in achieving the Adequate Procedures Guidelines. (b) Address gaps identified by Group Human Resources and monitored by the IWC and the Management Assurance, Risk, Compliance Committee ("MARCC"). The progress report will be shared with the GRMC. (c) Hold continuous briefing exercises on Section 17A of the MACC Act 2009 and our Policies and Procedures ("P&P") relating to anti-corruption to all employees and Directors of Ranhill Group with compulsory attendance. (d) Launching of the Anti-Bribery and Anti-Corruption ("ABAC") Guide that contains key principles extracted from all P&Ps relates to corruption and bribery. (e) Engaging external assurance service provider to assess our achievement on Adequate Procedures Guidelines.
<p>Explanation for departure</p>	<p>:</p>
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>	
<p>Measure</p>	<p>:</p>
<p>Timeframe</p>	<p>:</p>

Intended Outcome

The board is committed to promoting good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness.

The board, management, employees and other stakeholders are clear on what is considered acceptable behaviour and practice in the company.

Practice 3.2

The board establishes, reviews and together with management implements policies and procedures on whistleblowing.

Application :	Applied
Explanation on application of the practice :	<p>Ranhill has a formal Whistleblowing Policy and Procedures in place since April 2016. The policy and procedures clearly states the process for reporting on confirmed or potential issues of business misconduct, corruption sexual harassment, racial discrimination and other unacceptable, unethical or illegal practices.</p> <p>The said policy and procedures comes under the oversight of Ranhill's Fraud and Whistleblowing Committee ("F&WBC") whose role is as follows:</p> <ul style="list-style-type: none">• Function as the reporting focal point for all fraud and whistleblowing reports received.• Investigate all reported incidents with the Chairman of the F&WBC reporting formally to the Board.• Assist the Board in addressing any other fraud or financial irregularity issues within Ranhill Holdings Berhad and its subsidiaries. <p>The F&WBC comprises Ranhill's Senior Independent Director ("SID") and the Heads of Group Corporate Assurance Division, Group Human Capital Division and the Group Legal and Compliance Division.</p> <p>Under the Whistleblowing Policy and Procedures, any party who makes a report of improper conduct in good faith will not face any form of punitive measures such as retaliation, dismissal, victimisation, demotion, suspension, intimidation, discrimination and so on.</p> <p>Employees or even external parties may whistleblow with their identities remaining confidential to whistle@we-care.my. The policy was cascaded across the Ranhill Group with the revised policy in August 2019. We continue to promote awareness among employees on the existence of the said policy.</p>
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.1

At least half of the board comprises independent directors. For Large Companies, the board comprises a majority independent directors.

Application	:	Applied
Explanation on application of the practice	:	<p>Ranhill has a Board composition of eight (8) directors in FY2019 of whom two (2) are Executive Directors, one (1) Non-Independent Non-Executive Director, and (5) are Independent Non-Executive Directors.</p> <ol style="list-style-type: none">1. Tan Sri Azman Yahya (Chairman) <i>(Independent Non-Executive Director)</i>2. Tan Sri Hamdan Mohamad <i>(Executive Director / President and Chief Executive)</i>3. Dato Sri Lim Haw Kuang <i>(Executive Director)</i>4. Datuk Abdullah Karim <i>(Senior Independent Non-Executive Director)</i>5. Lim Hun Soon @ David Lim <i>(Independent Non-Executive Director)</i>6. Leow Peen Fong <i>(Independent Non-Executive Director)</i>7. Loong Mei Yin <i>(Non-Independent Non-Executive Director)</i>8. Abu Talib Abdul Rahman <i>(Independent Non-Executive Director)</i> <p>Tan Sri Azman Yahya, Group Chairman has been re-designated from Non-Independent Non-Executive Director to Independent Non-Executive Director.</p> <p>This is due to the expiry of the two-year disqualifying period as independent director which has lapsed from the completion date on 15 December 2015 of the Scheme of Arrangement i.e. the Reverse Take-over ("RTO") of Symphony House Berhad ("Symphony") by the Company, whereby Tan Sri Azman was the director and shareholder of Symphony at that time.</p> <p>The completion of the RTO was to facilitate the Company to assume the listing status of Symphony on 16 December 2015. In addition, Tan Sri Azman has also met the criteria for director's independence as set out in the Listing Requirements of Bursa Malaysia.</p>

	<p>The present Board comprises high calibre and proven captains of industry who bring a wealth of experience and an exceptional track record of excellent achievement within their respective individual capabilities.</p> <p>Furthermore, the Board practices an open and transparent discussion environment during meetings to ensure independent judgment is allowed to flourish in ensuring the best interest of the Group and shareholders is safeguarded.</p> <p>Going further, the independence of our INEDs are assessed during the Board Assessment Evaluation (“BAE”) via self and peer assessments and forms of declaration that the individual INED is free from any business or other relationship which could materially interfere with the exercise of their objective and independent judgements, decisions and reviews.</p> <p>The Board is satisfied that the INEDs have demonstrated the required level of independence in acting impartially and in the best interests of Ranhill.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.2

The tenure of an independent director does not exceed a cumulative term limit of nine years. Upon completion of the nine years, an independent director may continue to serve on the board as a non-independent director.

If the board intends to retain an independent director beyond nine years, it should justify and seek annual shareholders' approval. If the board continues to retain the independent director after the twelfth year, the board should seek annual shareholders' approval through a two-tier voting process.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board is of the view that progressive refreshing of the Board is in the best interest of Ranhill in line with best corporate governance practice. Hence, to date, none of Ranhill's Independent Directors have reached the maximum 9-year tenure of service as stipulated under the Practice.</p> <p>However, should there be a need to retain the services of an Independent Director, in line with the MCCG 2017, the Group will seek to retain such Director (s) as a non-independent Director or will seek annual shareholder approval to retain them as Independent Directors.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.3 - Step Up

The board has a policy which limits the tenure of its independent directors to nine years.

Application	:	Adopted
Explanation on adoption of the practice	:	<p>The Group has applied this Step-up practice which is provided for in the in Board Charter. The Charter stipulates that the tenure of Independent Directors is to not exceed a period of nine (9) consecutive years.</p> <p>The Board Charter is available on Ranhill's corporate website at www.ranhill.com.my.</p>

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.4

Appointment of board and senior management are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.

Application :	Applied																		
Explanation on application of the practice :	<p>In the selection of Directors, the Board looks to foster a diversity of views and perspectives that will facilitate a more objective and truly in-depth decision making process. This is essential given the size and complexity of Ranhill's business operations and the dynamically evolving external environment.</p> <p>This is achieved by the NRC instituting an impartial assessment and selection process. The NRC identifies and assesses candidates based on qualifications, related experience, track record and professional achievements and whether their unique skill sets and competence is a good fit in line with Ranhill's requirements for good stewardship and corporate governance. This also includes the following:</p> <ul style="list-style-type: none">• Candidate's independence in the case of the appointment of an Independent Non-Executive Director;• The composition requirements for the Board and Committees (if the candidate is proposed to be appointed to any of the Committees);• Any competing time commitments if the candidate has multiple Board representations. <p>Ranhill undertakes appropriate background and screening checks prior to nominating a director for election by shareholders, and provides to shareholders all material information in its possession concerning the director standing for election or re-election in the explanatory notes accompanying the notice of meeting.</p> <p>All newly appointed Directors will be given an induction programme to acquaint them with the Group and its business operations and strategies, as well as on-going activities and any potential issues or developments. This includes visits to the Group's significant places of operations, meetings with senior management and relevant staff.</p> <p>Based on the review of the Board composition, the Board has retained its present size of 8.</p> <table><tr><th></th><th colspan="3">Age Group</th><th colspan="2">Gender</th></tr><tr><th>Number of Directors</th><th>41-50</th><th>51-60</th><th>61-70</th><th>Male</th><th>Female</th></tr><tr><td></td><td>1</td><td>1</td><td>6</td><td>6</td><td>2</td></tr></table>		Age Group			Gender		Number of Directors	41-50	51-60	61-70	Male	Female		1	1	6	6	2
	Age Group			Gender															
Number of Directors	41-50	51-60	61-70	Male	Female														
	1	1	6	6	2														

		Race/Ethnicity				Nationality	
	Number of Directors	Malay	Chinese	Indian	Others	Malaysian	Foreigner
	4	4	0	0	8	0	
	<p>The Board is of the view that this is the optimal size for its present requirements to ensure enable effective oversight, delegation of responsibilities and productive discussions in the best interest of the Group and shareholders.</p> <p>The same applies for Senior Management. However, this process comes under the Group's Human Resources policy (rather than the NRC) which is administered by the Group Human Capital Division.</p> <p>In order to strengthen and support the Ranhill Business Plan and to ensure the achievement of business goals, the Group's organisational structure has been revised to reflect the new position of Chief Operating Officer ("COO") and the creation of a Chief Strategy Officer role.</p>						
Explanation for departure							
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>							
Measure	:						
Timeframe	:						

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.5

The board discloses in its annual report the company's policies on gender diversity, its targets and measures to meet those targets. For Large Companies, the board must have at least 30% women directors.

Application	:	Applied							
Explanation on application of the practice	:	The Group has two women sitting in Board of Directors. They are Ms Loong Mei Yin and Ms Leow Peen Fong.							
		By Bursa Malaysia's definition, Ranhill is not categorised under the "Large Companies". However, Ranhill continues to be supportive of Bursa Malaysia's target to have public listed companies achieve a 30% or higher composition of women on the board of Directors by 2020.							
		Ranhill has continued to emphasise gender diversity in the hiring, promotion and training of staff by advocating an equal opportunity and equal environment in the workplace with HR establishing policies to that effect.							
		With respect to Top Management and Senior Management, about 10% of positions are filled by women. Across the Group, women make up 16.5% of the workforce.							
		<table><tr><td rowspan="2">Ranhill Group Gender Diversity</td><td>Male</td><td>Female</td><td>Total</td></tr><tr><td>2558 (83.5%)</td><td>505 (16.5%)</td><td>3063</td></tr></table>			Ranhill Group Gender Diversity	Male	Female	Total	2558 (83.5%)
Ranhill Group Gender Diversity	Male	Female	Total						
	2558 (83.5%)	505 (16.5%)	3063						
Explanation for departure	:	Women in Management		No					
		Top Management (Vice President and above)		3					
		Senior Management (Assistant General Manager, General Manager, Senior General Manager)		2					
		Middle Management (Assistant Manager to Senior Manager)		52					
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.									
Measure	:								
Timeframe	:								

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.6

In identifying candidates for appointment of directors, the board does not solely rely on recommendations from existing board members, management or major shareholders. The board utilises independent sources to identify suitably qualified candidates.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board manages its succession planning with the assistance of the Nominating and Remuneration Committee ("NRC"). NRC annually reviews the size, composition and diversity of the Board and the mix of existing and desired competencies across members and reports its conclusions to the Board.</p> <p>The search for candidates is performed through various means which include recommendations from incumbent Directors, Management or external parties including leveraging on the Group's contacts in related industries, and finance, legal and accounting professions. The Group also considers the recommendations from past Board members as well as those of Directors of other public listed companies.</p> <p>Other methods employed include utilising the services of executive recruiters or head-hunters, leveraging on personal relationships and networks and reviewing the women's register of Directors.</p> <p>The search for Directors by the NRC is based on the Group's skills matrix which enables Ranhill to identify gaps in its existing competences. Where the committee identifies existing or projected competency gaps, it recommends a succession plan to the Board that addresses those gaps. The Board does not currently consider that there are any existing or projected competency gaps.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 4.7

The Nominating Committee is chaired by an Independent Director or the Senior Independent Director.

Application	:	Applied
Explanation on application of the practice	:	<p>Ranhill's Nominating and Remuneration Committee ("NRC") is chaired currently by Datuk Abdullah Karim, the Group's Senior Independent Non-Executive Director ("SINED")</p> <p>Datuk Abdullah Karim's selection for the position is based on his extensive experience and expertise as an established corporate leader who brings over 39 years of experience in the oil and gas industry with PETRONAS, and also taking into account his proven leadership capabilities as he holds directorships in three (3) public listed companies: Icon Offshore Berhad, Uzma Berhad and Yinson Holdings Berhad.</p> <p>His profile is given in the Board of Director's profile on page 65 of the 2019 Ranhill Annual Report. The specific responsibilities of the SINED are as set out in the Board Charter, which is available on www.ranhill.com.my.</p> <p>At the present moment, given the Committee's effectiveness, the Board believes there is no requirement to have separate Board Committees for the Nominating and Remuneration function respectively.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Stakeholders are able to form an opinion on the overall effectiveness of the board and individual directors.

Practice 5.1

The board should undertake a formal and objective annual evaluation to determine the effectiveness of the board, its committees and each individual director. The board should disclose how the assessment was carried out and its outcome.

For Large Companies, the board engages independent experts periodically to facilitate objective and candid board evaluations.

Application	:	Applied
Explanation on application of the practice	:	<p>Board effectiveness is assessed on an annual basis under the Board's Assessment Evaluation ("BAE") exercise. The BAE provides for both peer and self-assessment via a questionnaire.</p> <p>The NRC is responsible for the BAE which assesses individual board members based on selected criteria. The criteria include level of responsibilities, time commitment and contribution of Directors during Board and Board Committees' meetings as well as Board Committees' compositions, roles and responsibilities.</p> <p>Criteria for Board evaluation:</p> <ul style="list-style-type: none">• Assessment of achievement against mandate.• Evaluation of organization performance against industry norms and measurement of performance indicators.• Dealing fairly with staff and others.• Achievement of Board objectives, quality of decisions (value-adding).• Ability to conduct business honestly, ethically and professionally.• Effective committee structures.• Collective responsibility and teamwork demonstrated.• Compliance with Code of Corporate Governance.• Frequency and duration of board meetings appropriate; quality of board papers; relevance and completeness of agendas.• Information and advice received was relevant, adequate and timely.• Effective reporting – disclosure, transparency, clarity.• Monitoring and feedback process effective.• Ability to innovate, change, improve and learn.• Ability to interact with shareholders effectively.

	<p>Criteria for Director evaluation</p> <ul style="list-style-type: none"> • Commitment in terms of time and effort. • Attendance at Board meetings. • Ability to participate actively and contribute, and ask tough questions. • Exposure to orientation, upgrading knowledge base. • Knowledge of company, industry. • Understanding company's mission, vision, strategic plans. • Bringing special expertise to the Board. • Level of preparation at meetings. • Team player. No conflict of interest. <p>The results of each individual director is provided to the individual and copied to the Chairman and tabled at the NRC. The reports on Board and committee performance are provided to all directors and discussed by the Board.</p> <p>The performance of each director retiring at the next AGM is taken into account by the Board in determining whether or not the Board should support the re-election of the director. The directors seeking re-election will be asked to reconfirm that they consent to stand in for re-election.</p> <p>In 2019, the overall results of the BAE was satisfactory with all Directors achieving high scores in the areas of responsibilities, time commitment and contribution to the running of the Board.</p>
<p>Explanation for departure</p>	<div></div>
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>	
<p>Measure</p>	<div></div>
<p>Timeframe</p>	<div></div>

Intended Outcome

The level and composition of remuneration of directors and senior management take into account the company's desire to attract and retain the right talent in the board and senior management to drive the company's long-term objectives.

Remuneration policies and decisions are made through a transparent and independent process.

Practice 6.1

The board has in place policies and procedures to determine the remuneration of directors and senior management, which takes into account the demands, complexities and performance of the company as well as skills and experience required. The policies and procedures are periodically reviewed and made available on the company's website.

Application :	Applied	
Explanation on application of the practice :	<p>The Group has established clear guidelines for the remuneration of both Executive and Non-Executive Directors. The main objective of the guidelines is to attract and retain required talent to provide necessary stewardship for Ranhill at the Board and senior management level.</p> <p>Directors’ Remuneration is to be approved at the Group’s AGM by shareholders annually and is to be paid out on a quarterly basis.</p> <p>The Group’s NRC is responsible for evaluating and setting competitive remuneration for Directors. This is performed on an interval of 2-3 years’ basis with recommendations then submitted for Board approval.</p> <p>The NRC makes recommendations for remuneration for Independent Non-Executive Directors based on the following (but not limited to) criteria: expertise and experience, time commitment, workload and responsibilities assumed as well as the overall performance of the Group for the financial year.</p> <p>In the case of Independent Non-Executive Directors, as explained above, remuneration is a matter for the Board as a whole, with individual Directors abstaining from discussion of his / her own remuneration.</p> <p>The level of remuneration for the PCE and Executive Directors is determined by the NRC after giving consideration to the compensation levels for comparable positions among other similar Malaysian listed companies as well as overall achievement of individual KPIs as well as Group performance.</p>	
Explanation for departure :		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure :		
Timeframe :		

Intended Outcome

The level and composition of remuneration of directors and senior management take into account the company's desire to attract and retain the right talent in the board and senior management to drive the company's long-term objectives.

Remuneration policies and decisions are made through a transparent and independent process.

Practice 6.2

The board has a Remuneration Committee to implement its policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of board and senior management.

The Committee has written Terms of Reference which deals with its authority and duties and these Terms are disclosed on the company's website.

Application	:	Applied
Explanation on application of the practice	:	<p>Ranhill has established its Nominating and Remuneration Committee ("NRC") that is guided by its Terms of Reference ("TOR") which facilitates a formal and transparent process in setting and approving the remuneration of the Board and Board Committees, the President and Chief Executive ("PCE") and senior management.</p> <p>The TOR can be viewed at www.ranhill.com.my. The NRC comprises of:</p> <ul style="list-style-type: none">• Datuk Abdullah Karim (Chairman/Senior Independent Non-Executive Director)• Tan Sri Azman Yahya (Member/Independent Non-Executive Director)• Abu Talib Abdul Rahman (Member/Independent Non-Executive Director) <p>The Board is satisfied that the NRC has discharged its roles and responsibilities with effectiveness for both its nomination and remuneration functions. Hence, there is no requirement for separate Board Committees for the nomination and remuneration functions.</p> <p>Following the implementation of the Corporate Governance Code, our NRC's Terms of Reference, a copy of which is available on the Company's website, has been reviewed and expanded to include the remuneration of senior executive management.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measures	:	
Timeframe	:	

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 7.1

There is detailed disclosure on named basis for the remuneration of individual directors. The remuneration breakdown of individual directors includes fees, salary, bonus, benefits in-kind and other emoluments.

Application	:	Applied										
Explanation on application of the practice	:	Ranhill provides a detailed breakdown on the remuneration of all directors, which includes fees, salary, bonus, benefits in-kind and other emoluments. Following is the breakdown:										
		Company					Subsidiaries					
		Fees	Salaries & Bonus	Benefits-in-kind	Others	Company Total	Fees	Salaries & Bonus	Benefits-in-kind	Others	Group Total	
		RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000	
		Executive Directors										
	Tan Sri Hamdan Mohamad	-	5,910.8	617.2	870.2	7,398.2	168	2,265.6	25.3	296.4	10,153.5	
	Dato Sri Lim Haw Kuang	-	2,160	-	211.2	2,371.2	-	-	-	-	2,371.2	
	Total											
		Non-Executive Directors										
	Tan Sri Azman Yahya	180	-	50	24.5	254.5	-	-	-	-	254.5	
	Datuk Abdullah Karim	156	-	-	39.5	195.5	45	-	-	1.5	242	
	Lim Hun Soon@ David Lim	170	-	-	26	196	-	-	-	-	196	
	Ms Leow Peen Fong	150	-	-	29	179	295.2	-	-	-	474.2	
	*Ms Loong Mei Yin	*144	-	-	14	158	-	-	-	-	158	
	En Abu Talib Abdul Rahman	162	-	-	37.5	199.5	295.2	-	-	-	494.7	
	Total	962	8,070.8	667.2	1,251.9	10,951.9	803.4	2,265.6	25.3	297.9	14,344.1	
		<p>*Note: The director's fees to Loong Mei Yin is paid/payable to Tael One Partners Ltd (as general partner of The Asian Entrepreneur Legacy One, L.P.)</p> <p>Given that Section 230(1) of the Companies Act ("CA") 2016 stipulates for "fees" of the directors and "any benefits" payable to the directors of a listed company and its subsidiaries shall be approved at a general meeting, the Board will seek shareholders' approval at the upcoming 6th AGM on Directors' Remuneration.</p>										
	Explanation for departure	:										
	<p>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</p>											
Measure	:											
Timeframe	:											

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 7.2

The board discloses on a named basis the top five senior management's remuneration component including salary, bonus, benefits in-kind and other emoluments in bands of RM50,000.

Application	:	Departure
Explanation on application of the practice	:	-
Explanation for departure	:	<p>While the Board is cognisant on the importance of transparency, due to the intense competition and scarcity for C-level talent, more so for those who have the required mix of skills and experience that is uniquely suited to Ranhill's business operations, the Group believes that individual disclosure on a named basis for the remuneration of the top five senior management personnel is not in the best interest of the Group.</p> <p>Compensation is based on accepted industry benchmarks for the relevant positions based on expertise and experience. Additional remuneration such as year-end bonuses or performance rewards is based on merit in relation to the achievement of individual KPIs and Group's achievement of specific goals.</p> <p>The profiles of Key Senior Management ("KSM") are set out on the KSM section of the Ranhill Annual Report 2019. The Company believes that the interest of the shareholders will not be prejudiced as a result of the non-disclosure of the KSM's remuneration.</p>
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 7.3 - Step Up

Companies are encouraged to fully disclose the detailed remuneration of each member of senior management on a named basis.

Application	:	Not Adopted
Explanation on non-adoption of the practice	:	<p>While the Board is cognisant on the importance of transparency, due to the intense competition and scarcity for C-level talent, more so for those who have the required mix of skills and experience that is uniquely suited to Ranhill's business operations, the Group believes that individual disclosure on a named basis for the remuneration of each member of senior management is not in the best interest of the Group.</p> <p>Compensation is based on accepted industry benchmarks for the relevant positions based on expertise and experience. Additional remuneration such as year-end bonuses or performance rewards is based on merit in relation to the achievement of individual KPIs and Group's achievement of specific goals.</p> <p>The Company believes that the interest of the shareholders will not be prejudiced as a result of the non-disclosure of each member of senior management's remuneration.</p>

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 8.1

The Chairman of the Audit Committee is not the Chairman of the board.

Application	:	Applied
Explanation on application of the practice	:	<p>As mentioned earlier, the Chairman of the Group's Board is Tan Sri Azman Yahya. The Board's Audit Committee ("AC") Chairman is Lim Hun Soon @ David Lim an Independent Non-Executive Director.</p> <p>Mr Lim holds a Bachelor of Arts in Economics from the University of Leeds and is a member of the Chartered Institute of Taxation, UK. He is also a Chartered Accountant and is a member of the Institute of Chartered Accountant in England and Wales and the Malaysian Institute of Accountants and Malaysian Institute of Certified Public Accountants.</p> <p>Based on the above, Mr Lim is well qualified to hold the AC Chairman position and has been active in fulfilling his duties as AC Chairman during the financial year. The work done by the AC Chairman and AC Committee is given in the AC Report in the Ranhill Annual Report 2019.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 8.2

The Audit Committee has a policy that requires a former key audit partner to observe a cooling-off period of at least two years before being appointed as a member of the Audit Committee.

Application	:	Applied	
Explanation on application of the practice	:	<p>The Group has always practiced this principle with no former audit partners having been appointed to the Board. Hence, no such person has been appointed as a member of the Audit Committee (“AC”).</p> <p>Going forward, Ranhill plans to establish a formal policy stating the obligatory requirement of a two-year cooling-off period for any former key audit partners prior to appointment on the Group’s Audit Committee.</p> <p>The said policy has been incorporated in the AC’s Terms of Reference.</p>	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 8.3

The Audit Committee has policies and procedures to assess the suitability, objectivity and independence of the external auditor.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board, via its Audit Committee ("AC") reviews the performance and conduct of the External Auditors, Messrs Ernst & Young PLT ("EY"), with an emphasis on their ability to provide objectivity and independence in the execution of their duties as external auditors to the Company.</p> <p>In doing so, policy and procedures to assess the suitability, objectivity and independence of the external auditor were reviewed by the AC and approved by the Board on 7 November 2019.</p> <p>The AC has obtained written assurance of independence from the external auditors. It has also evaluated the audit quality and resource capacity of EY as well as the fees charged for both auditing and non-auditing responsibilities.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 8.4 - Step Up

The Audit Committee should comprise solely of Independent Directors.

Application	:	Adopted
Explanation on adoption of the practice	:	<p>The Group's entire Audit Committee continues to be composed of independent directors as given below:</p> <ol style="list-style-type: none">1. Lim Hun Soon @ David Lim (Chairman) <i>(Independent Non-Executive Director)</i>2. Abu Talib Abdul Rahman <i>(Member/Independent Non-Executive Director)</i>3. Datuk Abdullah Karim <i>(Member/Senior Independent Non-Executive Director)</i> <i>(Appointed w.e.f 18 April 2019)</i> <p><i>Note:</i></p> <p><i>Following the dissolution of the SIC Committee on 18 April 2019, several key SIC responsibilities were assumed by the GRMC. These include reviewing and assessing viability and risks exposures on investment and divestment proposals, acquisitions, mergers and funding options.</i></p> <p><i>With that, GRMC Chairman, Leow Peen Fong (Independent Non-Executive Director), resigned from the AC on 18 April 2019 to focus on the GRMC's expanded scope of responsibilities, which requires greater time and attention.</i></p> <p><i>In her stead, Datuk Abdullah Karim (Senior Independent Non-Executive Director) has been appointed and thus Ranhill's AC Committee continues to comprise solely of Independent Directors.</i></p> <p>The review of the composition of the Audit Committee ("AC") shall be conducted annually. The AC members shall be appointed by the Board of Directors for a term of three (3) years as per the AC Terms of Reference, and the AC members may be eligible for re-appointment.</p>

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 8.5

Collectively, the Audit Committee should possess a wide range of necessary skills to discharge its duties. All members should be financially literate and are able to understand matters under the purview of the Audit Committee including the financial reporting process.

All members of the Audit Committee should undertake continuous professional development to keep themselves abreast of relevant developments in accounting and auditing standards, practices and rules.

Application :	Applied
Explanation on application of the practice :	<p>All Directors including Audit Committee ("AC") members continue to undergo regular training during the financial year, based on individual learning requirements as well as to stay abreast of financial or corporate developments.</p> <p>The AC members are expected to devote sufficient time to update their knowledge and enhance their skills through appropriate continuing education programmes, so as to enable them to sustain their active participation during deliberations.</p> <p>The Chairman and members of the AC are financially literate, and have carried out their duties in accordance with the Terms of Reference of the AC.</p> <p>The list of training as well as learning events / programmes that AC members and all Directors have attended in 2019 is extensive. Hence, it is listed in the Corporate Governance Overview Statement ("CG Overview") of the Ranhill Annual Report 2019.</p> <p>Based on the outcome of the AC effectiveness assessment of the BAE 2019, the Board is satisfied with the AC's performance as its Chairman and members possess the necessary knowledge, experience, expertise and skills which contributed to the overall effectiveness of the AC.</p>
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 9.1

The board should establish an effective risk management and internal control framework.

Application :	Applied	
Explanation on application of the practice :	<p>The Board of Ranhill has established a robust risk management and internal control framework. With this, the framework is based on an established and structured process that allows for effective identification, prioritisation and mitigation of risk. This includes all strategic risk such as business, operational, financial, regulatory and so on.</p> <p>The analysis and evaluation of risks are guided by approved risk criteria. The Group also has risk management tools to support the risk management process and reporting as guided by the Corporate Governance Model shown in the Governance Framework section of Ranhill Corporate Governance Overview Statement.</p> <p>Full details of the Group’s risk management framework and internal controls are given in the Statement on Risk Management and Internal Controls in the Ranhill Annual Report 2019.</p>	
Explanation for departure :		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure :		
Timeframe :		

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 9.2

The board should disclose the features of its risk management and internal control framework, and the adequacy and effectiveness of this framework.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has put in place a well-defined risk management structure with clearly delineated lines of accountability, authority and responsibility, as explained in the following paragraphs:</p> <ul style="list-style-type: none">• Governance and Risk Management Committee ("GRMC") <p>GRMC is a committee of the Board that assists the Board in fulfilling its corporate governance, risk management and statutory responsibilities in order to effectively manage the overall risk exposure of the Group.</p> <p>Currently, the GRMC comprises of two (2) independent non-executive directors and two (2) executive directors. The chairperson of the GRMC is an independent non-executive director. The GRMC functions within its terms of reference, and it meets at least four (4) times annually to review and deliberate all key risks identified by the Management.</p> <ul style="list-style-type: none">• Management Assurance Risk Compliance Committee ("MARCC") <p>The GRMC is assisted by the MARCC in carrying out its risk oversight function. The MARCC, chaired by the Chief Corporate Officer comprises of the Group's senior management, and it is responsible for implementing the risk management policy approved by the Board.</p> <p>The MARCC meets on a quarterly basis to monitor the risks faced by every Ranhill Group company. The submission of the quarterly Group risk profiles detailing the principal risks and management measures together with the quarterly compliance report are reviewed by MARCC prior to presentation to GRMC.</p>

	<p>During the current financial year, the MARCC Chairman reports the risk and compliance matters to the GRMC.</p> <ul style="list-style-type: none"> Risk Management Working Committees (“RMWCs”) <p>RMWCs are established at the respective Group Company and meets at least four (4) times a year. The RMWCs, chaired by the respective CEO of the Group Company and being risk owners are responsible for the effective management of their risk profiles.</p> <p>Such responsibilities include identifying potential risks and the impact thereof to the MARCC and implementing measures to mitigate those risks. Submission of the respective Group Company risk profiles, substantial risks and RMWC minutes of meeting to the Risk Management Unit (“RMU”) of Group Corporate Assurance Division is performed on a quarterly basis.</p> Group Corporate Assurance Division (“GCAD”) <p>GCAD under its Risk Management Unit (“RMU”) assists the MARCC in the discharge of its functions by guiding the risk coordinators on risk related matters.</p> <p>Its work scope includes collating all respective Group Company risk profiles and ensuring that risk owners implement its action plan to mitigate risks. The RMU is responsible in preparing the Group key risk profile on a quarterly basis for submission to the MARCC and GRMC.</p>
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 9.3 - Step Up

The board establishes a Risk Management Committee, which comprises a majority of independent directors, to oversee the company's risk management framework and policies.

Application	:	Not Adopted
Explanation on adoption of the practice	:	-
Explanation for departure	:	<p>The Board's Governance and Risk Management Committee ("GRMC") currently comprises four (4) members, of which two (2) are independent directors.</p> <p>In FY2019, the President and Chief Executive ("PCE"), who is a Non-Independent Executive Director was included in the GRMC. This was a strategic decision to strengthen the GRMC by bringing the expertise and experience of the PCE who is directly involved in the Group's risk management and business strategies on a daily basis.</p> <p>His working knowledge based on everyday operations, the macro-economic environment and geopolitical conditions, as well as the role played in developing and executing strategies provides the PCE with a firm grasp of risks. Therefore, his contributions are vital in enabling the GRMC to be more effective in assessing and mitigating risks towards ensuring business and operational sustainability.</p> <p>The Board is cognisant on its GRMC's composition and will strive to achieve a majority of independent directors, going forward.</p> <p>Following are the current members of the Committee:</p> <ul style="list-style-type: none">• Leow Peen Fong (Chairman / Independent Non-Executive Director)• Dato Sri Lim Haw Kuang (Member / Executive Director)• Abu Talib Abdul Rahman (Member / Independent Non-Executive Director)• Tan Sri Hamdan Mohamad (Member/Executive Director, President and Chief Executive) (Appointed w.e.f. 18 April 2019)

	<p>Aside from providing oversight on the company's risk management framework and policies, the GRMC is responsible for:</p> <ul style="list-style-type: none"> • Overall management of significant risks covering the businesses, markets, reputation and operations. • Ensure that there clear and independent organisational reporting lines and responsibilities for the management risk. • Reviewing Group risk profile and monitoring management's action plan to manage critical and significant risks. • Reviewing and assessing viability and risks exposures on investment of acquisition and divestment proposals, mergers and funding options. <p>The GRMC's terms of reference is given in the Board Charter which is at www.ranhill.com.my.</p>	
Measure	:	Going forward, we will explore the possibility of adoption in the spirit of enhancing good corporate governance.
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Timeframe	:	

Intended Outcome

Companies have an effective governance, risk management and internal control framework and stakeholders are able to assess the effectiveness of such a framework.

Practice 10.1

The Audit Committee should ensure that the internal audit function is effective and able to function independently.

Application	:	Applied
Explanation on application of the practice	:	<p>The Group Corporate Assurance Division (“GCAD”) performs the Group’s internal audit function. GCAD plays an important part in the assessment of the effectiveness and efficiency of the Group’s risk management and internal control systems.</p> <p>GCAD has a functional reporting line to the Audit Committee and administratively reports to the President and Chief Executive (“PCE”).</p> <p>Internal audit reports on control effectiveness and efficiency are submitted to the Audit Committee (“AC”) in line with the agreed audit plan.</p> <p>The AC approves the annual audit plan and receives reports produced by GCAD throughout the year. The AC had reviewed the annual assertion on Internal Auditing Standards for financial year 2019 and was satisfied that the Internal Auditors were free from any relationship or conflict of interest that could impair their objectivity and independence.</p> <p>GCAD conducts risk based internal audit reviews at both operational and corporate levels. Plans and tools for corrective action and improvements are identified with operations management to address any issues or deficiencies identified. GCAD follows up on the implementation of its recommendations and reports the outcome to the AC.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Companies have an effective governance, risk management and internal control framework and stakeholders are able to assess the effectiveness of such a framework.

Practice 10.2

The board should disclose–

- whether internal audit personnel are free from any relationships or conflicts of interest, which could impair their objectivity and independence;
- the number of resources in the internal audit department;
- name and qualification of the person responsible for internal audit; and
- whether the internal audit function is carried out in accordance with a recognised framework.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has disclosed the following in its Audit Committee Report for FY2019:</p> <ul style="list-style-type: none"> • The AC had reviewed the annual assertion on Internal Auditing Standards for FY2019 and was satisfied that the Internal Auditors were free from any relationship or conflict of interest that could impair their objectivity and independence. • There are seven internal auditors in the Group Corporate Assurance Division (“GCAD”) and the majority of them are members of relevant professional bodies such as the Institute of Internal Auditors Malaysia and Malaysia Institute of Accountants. • The Audit Committee (“AC”) is assisted by GCAD in discharging its duties and responsibilities. GCAD is independent of business operations and reports functionally to the AC. • GCAD is headed by Mr. Shariz Puteh, who holds a bachelor’s degree in Accounting and Financial Management from the University of Essex, United Kingdom and is a Certified Financial Services Auditor (“CFSA”). He is also a Chartered Member of the Institute of Internal Auditors (“CMIIA”). • All internal audit activities undertaken are guided by the International Professional Practices Framework (IPPF) of Internal Auditing, the Internal Audit Charter as well as the Internal Audit policy and procedures.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is continuous communication between the company and stakeholders to facilitate mutual understanding of each other's objectives and expectations.

Stakeholders are able to make informed decisions with respect to the business of the company, its policies on governance, the environment and social responsibility.

Practice 11.1

The board ensures there is effective, transparent and regular communication with its stakeholders.

Application	:	Applied
Explanation on application of the practice		<p>The Group continues to actively and regularly engage stakeholders which comprises of investors, analysts, regulators, shareholders, the media and the general public.</p> <p>Communication initiatives include sharing the Group's quarterly interim performance and full year financial results which are disclosed to regulatory authorities and the media as well as on www.ranhill.com.my. The Ranhill website has a dedicated webpage on IR at http://www.ranhill.com.my/investor-relations/.</p> <p>In addition, the Group issues press releases, holds media conferences, interviews or analyst briefings and participates in industry roadshows and other stakeholder engagement activities. Both Board members and Senior Management are involved in these engagements.</p> <p>Working together with corporate communications, the investor relations functions provides strategic support in the planning and organisation of stakeholder engagement and communications across the year.</p> <p>Management is guided by the Investor Relations Policy as approved by the Board on 7 November 2019.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is continuous communication between the company and stakeholders to facilitate mutual understanding of each other's objectives and expectations.

Stakeholders are able to make informed decisions with respect to the business of the company, its policies on governance, the environment and social responsibility.

Practice 11.2

Large companies are encouraged to adopt integrated reporting based on a globally recognised framework.

Application	:	Non-Applicable	
Explanation on application of the practice	:	-	
Explanation for departure	:	<p>Given that this Practice is for Large Companies, the Group has yet to adopt this practice for the moment. However, in reflecting its value creation process and principles, the Group has committed itself to sustainability reporting. The Group's approach to sustainability is detailed in its Sustainability Report which is available via www.ranhill.com.my.</p> <p>Readers are encouraged to read the Sustainability report together with Ranhill's CG Report to gain a more in-depth view of the Group's approach to good governance.</p>	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 12.1

Notice for an Annual General Meeting should be given to the shareholders at least 28 days prior to the meeting.

Application	:	Applied	
Explanation on application of the practice	:	The Company has complied with the 28 days' notice with the issuance of the AGM notice by 21 March 2020 to convene the Company's 6 th AGM scheduled on 21 April 2020.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 12.2

All directors attend General Meetings. The Chair of the Audit, Nominating, Risk Management and other committees provide meaningful response to questions addressed to them.

Application	:	Applied
Explanation on application of the practice	:	<p>All of Ranhill's directors except Tan Sri Azman Yahya who was unavailable to attend due to an emergency, attended the Company's 2019 AGM. This represented a 87.5% directors' attendance rate. The Chairman of the Board Committees were also present to address questions.</p> <p>The nominated Chairman for the AGM, Mr Lim Hun Soon @ David Lim presided over the AGM and provided the shareholders immediately with a Q&A Session.</p> <p>The Chairman of the AGM encouraged shareholders to ask questions and seek clarification on matters pertaining to the Company's financial statements and other items for adoption at the meeting, before putting a resolution to vote.</p> <p>Shareholders were also invited to submit additional questions via an enquiry box placed at the venue of the 5th AGM so that these could be addressed in writing post meeting.</p> <p>In ensuring that Directors continue to attend general meetings called by the Company, Ranhill's Company Secretaries will continue to provide all meeting dates one (1) year in advance.</p> <p>As for this year, all directors are expected to attend the 2020 AGM.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 12.3

Listed companies with a large number of shareholders or which have meetings in remote locations should leverage technology to facilitate–

- including voting in absentia; and
- remote shareholders' participation at General Meetings.

Application	:	Departure
Explanation on application of the practice	:	-
Explanation for departure	:	<p>Ranhill has over 13,000 shareholders consisting of institutional and retail investors. This is considered a large number of shareholders.</p> <p>The Group, given its business presence in Johor state, has held its 5th AGM (FY2018) and will hold its 6th AGM (FY2019) at a strategic location in Johor Bahru, which is the capital city of Johor state and is well connected via air or road links.</p> <p>The notice of AGM and Proxy Form were dispatched to all shareholders at least 28 days in advance of the AGM.</p> <p>The Group also provides electronic poll voting for shareholders as part of creating greater participation from shareholders. The process is independently assessed by an external scrutineer.</p> <p>The Company aims to leverage on technology to facilitate voting in absentia and remote shareholders' participation at general meetings, taking into consideration the actual number of shareholders who wish to attend remotely or vote in absentia, the accuracy and stability of such technologies, applicable laws and regulations and resources required for the benefits which can only be implemented with a system fit for this purpose.</p> <p>It is presently exploring cost-effective and practical means that will allow for voting and participation of remote shareholders, given that this will likely require substantial technology investment by Ranhill. Alternatively, Ranhill will need to source for a venue that is able to facilitate such capabilities, which must have the supporting ICT infrastructure and assets. This will also require high broadband connectivity and not all shareholders may have access to such a network.</p>
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

**SECTION B – DISCLOSURES ON CORPORATE GOVERNANCE PRACTICES
PERSUANT CORPORATE GOVERNANCE GUIDELINES ISSUED BY BANK
NEGARA MALAYSIA**

Disclosures in this section are pursuant to Appendix 4 (Corporate Governance Disclosures) of the Corporate Governance Guidelines issued by Bank Negara Malaysia. This section is only applicable for financial institutions or any other institutions that are listed on the Exchange that are required to comply with the above Guidelines.

Click here to enter text.