



GLOBALTEC FORMATION BERHAD

DIRECTORS' FIT AND PROPER POLICY

Approved on 25 May 2022

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1. PURPOSE

- 1.1 This Policy set out the fit and proper criteria for the appointment and re-appointment of Directors on the Boards of Globaltec Formation Berhad and its subsidiaries.
- 1.2 To ensure that each of the Directors has the character, experience, integrity, competence and time to effectively discharge his/her role as a Director of Globaltec Formation Berhad and its subsidiaries.
- 1.3 Serve as a guide to the Nominating Committee ("NC") and the Board in their review and assessment of candidates that are to be appointed onto the Board as well as Directors who are seeking for election or re-election.

2. CRITERIA

- 2.1 The fit and proper criteria of a Director include but not limited to the following:

2.1.1 Character and Integrity

- (i) Probity
 - is compliant with legal obligations, regulatory requirements and professional standards/ethics
 - has not been obstructive, wrongful, misleading or untruthful in dealings with regulatory bodies or a court
 - strong sense of morality, honesty and decency
- (ii) Personal integrity
 - has not perpetrated or participated in any practices which are deceitful, oppressive, improper (whether unlawful or not), or which otherwise reflect discredit on his 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 participated in acts of bribery and corruption

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- (iii) Financial integrity
 - manages personal debts or financial affairs satisfactorily
 - demonstrates ability to fulfil personal financial obligations as and when they fall due
 - (iv) Reputation
 - is of good repute in the financial and business community
 - has not been the subject of criminal proceedings or enforcement action, in managing or governing an entity for the past 10 years
 - has shown reasonable and rational judgment and decision making

2.1.2 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 business and workings of a corporation
 - possesses general management skills as well as understanding of corporate governance and sustainability issues covering areas such as environment, social and governance
 - keeps knowledge current based on continuous professional development
 - possesses leadership capabilities and a high level of emotional intelligence
- (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
 - possesses the ability to handle the crisis management including from process of identifying problems, communicating with stakeholders, and recommending solutions.

- (iii) Relevant past performance or track record
 - had a career of occupying a high-level position in a comparable organisation or reputable institution, 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

2.1.3 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

3. THE ASSESSMENT

- 3.1 The NC will assess each person for a new appointment or re-appointment of Directors based on the criteria set under item 2.1 before recommending to the Board for approval.
- 3.2 For the appointment of new Director, the person required to complete the Prospective Directors Information as set out in **Annexure 1**.
- 3.3 The results of the assessments are part of the Company's internal documents and shall not be disclosed or provided to any other party.

4. REVIEW OF THE POLICY

- 4.1 The NC shall recommend any change to this Policy as the NC deems appropriate to the Board for approval. The terms of the Policy shall be assessed, reviewed and updated where necessary i.e. when there are changes to the Malaysian Code on Corporate Governance, Listing Requirements of Bursa Malaysia Securities Berhad or any other regulatory requirements.

Annexure 1*Strictly Confidential.*Name of Company: **GLOBALTEC FORMATION BERHAD (the “Company” or “GFB”)****Part A: Personal Details**

1	Full Name	
2	Date of Birth	
3	NRIC No / Passport No	
4	Citizenship	
5	Permanent Address	
6.	Correspondence Address (if different from above)	
7	Telephone No	
8	Email Address	

Part B: Education Background and Work Experience

No	Questions	Answer
1	Educational Qualification (List all chronologically from the latest qualification)	
2	Work Experience (List all chronologically from the latest experience to the last) (Please use separate paper if required)	

Annexure 1

No	Questions	Answer
3	What do you consider to be your core area(s) of expertise?	

Part C: Directorship

1	List of Current and Past Directorship (Please use separate paper if required)	
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Annexure 1**Part D: Declaration**

No	Questions	Yes	No
1	Do you have any relationship with any Directors in the GFB?		
		If yes, please state details:	
2	Do you have any interest, both direct and indirect in the GFB?		
		If yes, please state details:	
3	Do you have any relatives currently working in the GFB?		
		If yes, please state details:	

Annexure 1

No	Questions	Yes	No
4	Have you ever been committed of any commercial and criminal crimes other than traffic offence under the Laws of Malaysia?		
		If yes, please state details:	
5	Are you currently and/or the company where you are a director been notified of any impending disciplinary or criminal proceedings or of any investigations, which might lead to such proceedings?		
		If yes, please state details:	
6	Have you or the company where you are a director contravene any provision made by or under any written law such as the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001, the Malaysian Anti-Corruption Commission Act 2009, the Companies Act 2016, Capital Markets and Services Act 2007 and any other applicable laws?		
		If yes, please state details:	

Annexure 1

No	Questions	Yes	No
7	Have you or the company where you are a director been publicly reprimanded by the regulators namely, Securities Commission Malaysia and Suruhanjaya Syarikat Malaysia?		
		If yes, please state details:	
8	Have you involved in any business or relationship which could materially pose a conflict of interest or interfere with your judgment when acting as a director which is disadvantageous to the company?		
		If yes, please state details:	
9	Are you currently a bankrupt?		
		If yes, please state details and steps taken to discharge yourself from the liability:	

Annexure 1

No	Questions	Yes	No
10	Do you hold a post in any political party?		
		If yes, please state details:	

Part E: OTHERS

No	Questions	Your Answer
1	What kind of time commitments do you now have for your current activities?	
2	What would your expectations be for the time necessary for GFB Board?	

Annexure 1

I, (NRIC/Passport No:) hereby declare that the above responses are true and correct, as to the best of my knowledge. I further authorise the Company to conduct background check, if necessary, which may consist of prior employment verification, professional reference checks, education confirmation and/or criminal record and credit checks for the purpose of my appointment as a Director of GFB.

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Signature:

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Name:

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Date: