



DIRECTORS' FIT AND PROPER POLICY

1.0 PURPOSE

- 1.1 This Policy serves as a guide to the Board of CCK Consolidated Holdings Berhad ("CCK" or "Company") and its subsidiaries in their review and assessment of candidates that are to be appointed onto the Board as well as Directors who are seeking for re-election, to ensure that each of its Directors has the character, experience, integrity, competence and time to effectively discharge his/her role as a Director.

2.0 CRITERIA

- 2.1 The Nomination Committee ("NC") shall ensure that assessment on fitness and propriety based on the following criteria is undertaken to consider suitability of a candidate/Director on the Board of the Company and its subsidiaries.

2.1.1 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.

(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.

(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 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.

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.
- 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.

(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.



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.

3.0 ASSESSMENT

- 3.1 The fit and proper assessment on each candidate/Director shall be conducted prior to appointment, annually on re-election, and whenever there are material changes in the nature/scope of the responsibilities assumed by a Director in which higher standard of competence or judgement are required, or in circumstances which may result in a Director's fitness and propriety to be materially compromised.
- 3.2 The fit and proper considerations shall be assessed individually as well as collectively in the best composition of the Board and in the best interest of CCK and its subsidiaries.

4.0 REVIEW OF POLICY

- 4.1 The terms of this Policy shall be reviewed periodically by the Board, with recommendation from the NC, and be revised from time to time where necessary, to ensure they remain consistent with the Company's objective and practices, Listing Requirements of Bursa Malaysia Securities Berhad, the Malaysian Code on Corporate Governance and any other regulatory requirements.