

## FIT AND PROPER POLICY

### 1. Objective

- 1.1 This Policy aims to guide the Company's Nominating and Remuneration Committee ("NRC") and Board of Directors ("the Board") in their review and assessment of candidates who are to be appointed onto the Board as well as Directors who are seeking for re-election in CWG Holdings Berhad ("CWG" or "the Company") and its subsidiaries.
- 1.2 This Policy is to ensure that the Directors must possess the character, integrity, experience, competence, time and commitment to carry out their roles and responsibilities effectively in the best interest of the Company and its stakeholders.

### 2. Fit and Proper Criteria

- 2.1 The fit and proper criteria of a Director include but not limited to the following:
  - a) Character and integrity
    - (i) Probity
      - is compliant with legal obligations, regulatory requirements and professional standards.
      - has not been obstructive, misleading or untruthful in dealings with regulatory bodies or a court.
    - (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/her 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.
  - b) Experience and competence
    - (i) Qualifications, training and skills
      - possesses education qualification that is relevant to the skill set that the Director is earmarked to bring to bear onto the boardroom (i.e. a match to the board skill set matrix).
      - has a considerable understanding on the 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.
- c) Time and commitment
  - (i) Ability to discharge role having regard to other commitments
    - able to devote time as a board member, having factored other outside obligations including concurrent board positions held by the Director across listed issuers and non-listed entities (including not-for-profit organisations).
  - (ii) Participation and contribution in the board or track record
    - demonstrates willingness to participate actively in board activities.
    - demonstrates willingness to devote time and effort to understand the businesses and exemplifies readiness to participate in events outside the boardroom.
    - manifests passion in the vocation of a Director.
    - exhibits ability to articulate views independently, objectively and constructively.
    - exhibits open mindedness to the views of others and ability to make considered judgment after hearing the views of others.

### **3. The Assessment**

- 3.1 The NRC will assess each person for a new appointment or re-appointment of Directors based on the fit and proper criteria set out in 2.1 above before recommending to the Board for approval.
- 3.2 For the appointment of new Director, the person is required to complete the Director Candidate Profile Form. The person is also be required to complete a self-declaration form and authorise the Company to perform background check, if necessary, which may cover previous employment verification, professional reference checks, education confirmation and/or criminal record and credit checks.
- 3.3 For re-appointment of Directors, the Directors will be evaluated based on the Board Evaluation Form. The NRC has the power not to recommend to the Board the re-appointment of retiring Directors and also the new Director who do not meet the policy requirements.
- 3.4 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 This Policy shall be reviewed periodically by the Board and be revised at any time as it may deem necessary in accordance with the needs of the Company, the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and/or any other regulatory requirements.