



GROUP FIT AND PROPER POLICY

Effective Date: November 2025

Prepared By: Head of Human Resource and Administration

Approved By: Board of Directors

Applies To: Rentak Segar Group and all its subsidiaries ("the Group")

1. INTRODUCTION

This Directors' Fit and Proper Policy ("Policy") establishes a transparent and rigorous framework for evaluating the suitability of Directors for appointment and re-election within Rentak Segar Group Sdn Bhd and its subsidiaries ("the Group"). It outlines the standards of character, integrity, competence, experience and time commitment expected of all Directors, ensuring alignment with applicable regulatory requirements and corporate governance best practices.

2. OBJECTIVE

This Policy serves as a guide for the Nomination Committee ("NC") and the Board of Directors ("Board") of Rentak Segar Group Sdn Bhd in their assessment of potential candidates for appointment as Directors, as well as existing Directors seeking re-election. The objective is to ensure that individuals appointed to the Board possess the necessary qualities, professionalism and commitment to act in the best interest of Rentak Segar Group Sdn Bhd and the Group.

3. FIT AND PROPER CRITERIA

The assessment of a Director's fitness and propriety is based on the following key criteria:

- (i) Character and Integrity
- (ii) Experience and Competence
- (iii) Time and Commitment

3.1 Character and Integrity

Assessment includes, but is not limited to:

- a) Probity
 - Complies with legal obligations, regulatory requirements and professional standards.
 - Has not been obstructive, misleading or untruthful in dealings with regulatory bodies or courts.
- b) Personal Integrity
 - Has not engaged in deceitful, oppressive or improper business practices.
 - Has not experienced termination of service contracts due to integrity concerns.
 - Has not abused past positions in a manner inconsistent with good governance.
- c) Financial Integrity
 - Manages personal financial affairs satisfactorily.
 - Able to meet financial obligations as they fall due.
 - Not subject to unsatisfied judgment debts.
- d) Reputation
 - Is of good repute in the financial and business community.
 - Has not been convicted or sanctioned by regulatory authorities within the past 5–10 years.

- Has not been involved in the management of businesses that failed due to misconduct or poor governance.

3.2 Experience and Competence

Assessment includes:

a) Qualifications, Training and Skills

- Possesses relevant academic or professional qualifications aligned with Rentak Segar Group Sdn Bhd's Board skills matrix.
- Understands corporate operations, governance and sustainability matters.
- Demonstrates continuous professional development.
- Shows leadership capabilities and emotional intelligence.

b) Relevant Experience and Expertise

- Has experience appropriate for the nature, size and complexity of the Group.

c) Past Performance

- Has held senior roles with accountability for governance, performance or operations.
- Shows commendable past performance based on evaluation results.

3.3 Time and Commitment

a) Ability to Discharge Responsibilities

- Able to devote sufficient time to Board duties, considering external commitments.

b) Participation and Contribution

- Participates actively and constructively in Board activities.
- Shows commitment to understanding the Group's business.
- Demonstrates independent, objective and reasoned judgment.
- Is open-minded and able to consider diverse viewpoints.

4. EVALUATION AND APPOINTMENT PROCESS

The NC of Rentak Segar Group Sdn Bhd evaluates all candidates and retiring Directors seeking re-election based on the criteria outlined in this Policy. Candidates may be required to complete self-declaration forms and undergo background checks, including employment verification, reference checks, academic confirmation, credit checks and criminal record screening. All information obtained will be kept confidential and used solely for assessment purposes.

5. REVIEW OF POLICY

This Policy will be reviewed periodically to ensure its continued relevance, effectiveness and alignment with current governance standards and regulatory requirements. Any amendments to the Policy must be approved by the Board of Rentak Segar Group Sdn Bhd.