



**RT PASTRY HOLDINGS
BERHAD**

**Registration No.
201801014342(1276358-V)**

**DIRECTORS' FIT AND PROPER
POLICY**

Version No	Date	Approval Signature
Version 1		

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1.0 INTRODUCTION

- 1.1 The Board of Directors (“Board”) of RT Pastry Holdings Berhad (“the Company”) has adopted a Fit and Proper Policy for the appointment and re-election of Directors of the Company and its subsidiaries (“the Group”)
- 1.2 This Policy will enhance the governance of the Company in relation to the Board’s quality and integrity, as well as ensure that each of its Directors has the character, experience, integrity, competence, time and commitment to effectively discharge his/her role as a Director.
- 1.3 The Board and the Nomination Committee shall conduct the fit and proper assessment prior to the appointment of any candidate as a Director, or making recommendation for the re-election of an existing Director.

2.0 THE FIT AND PROPER CRITERIA

The assessment procedures shall be in a form of due diligence taking into account the following fit and proper criteria conducted by the Nomination Committee and declarations by each individual candidate or Director that:

(a) Character and Integrity

- (i) **Probity**
- He/she is compliant with legal obligations, regulatory requirements and professional standards
 - He/she has not been obstructive, misleading or untruthful in dealings with regulatory bodies or a court
- (ii) **Personal Integrity**
- He/she 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
 - His/her service contract (i.e. in the capacity of management or Director) had not been terminated in the past due to concerns on personal integrity
 - He/she has not abused other positions (e.g. political appointment) to facilitate government relations for the company in a manner that contravenes the principles of good governance
- (iii) **Financial Integrity**
- He/she manages personal debts or financial affairs satisfactorily
 - He/she demonstrates ability to fulfil personal financial obligations as and when they fall due

(iv) Reputation

- He/she is of good reputation in the financial and business community
- He/she has not been the subject of civil or criminal proceedings or enforcement action, in managing or governing an entity for the past ten (10) years
- He/she has not been substantially involved in the management of a business or company which has failed (including a GN3 or PN17 Company), where that failure has been occasioned in part by deficiencies in that management

(b) Experience and competency

(i) Qualifications, training and skills

- He/she 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)
- He/she has a considerable understanding on the business and workings of a corporation
- He/she possesses general management skills as well as understanding of corporate governance and sustainability issues
- He/she keeps knowledge current based on continuous professional development
- He/she possesses leadership capabilities and a high level of emotional intelligence

(ii) Relevant experience and expertise

- He/she 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

- He/she had a career of occupying a high-level position in a comparable organisation for at least 5 years and was accountable for driving or leading the organisation's governance, business performance or operations
- He/she 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

- He/she is 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
- He/she demonstrates willingness to participate actively in board activities
 - He/she demonstrates willingness to devote time and effort to understand the businesses and exemplifies readiness to participate in events outside the boardroom
 - He/she manifests passion in the vocation of a Director
 - He/she exhibits ability to articulate views independently, objectively and constructively
 - He/she exhibits open mindedness to the views of others and ability to make considered judgment after hearing the views of others

3.0 DECLARATION

A person who has been identified for appointment as a Director or for re-election as a Director within the Group shall be required to make the fit and proper declaration in such form as the Nomination and Remuneration Committee (“NRC”) may from time to time prescribe or approve.

4.0 REVIEW OF THE POLICY

The NRC shall recommend any change to the Policy as the NRC 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.

This Fit and Proper Policy was adopted by the Board of the Company on 13 September 2024 and is made available on the Company’s website www.rtpastry.com.

END.