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1. PURPOSE

The purpose of this Directors' Fit and Proper Policy ("Policy") serves to guide the Nomination Committee ("NC") and Board of Directors ("Board") of G3 Global Berhad ("G3" or "the Company") 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 in G3 and/or its subsidiaries.

2. FIT AND PROPER CRITERIA

In assessing a candidate, the Board through its NC, shall consider all relevant factors based on the following fit and proper criteria, including, but not limited to the following: -

- (a) Character and integrity;
- (b) Experience and competence; and
- (c) Time and commitment.

3. SCOPE AND APPLICATION

a. Character and integrity

(i) Probity

- is compliant with legal obligations, regulatory requirements and professional standards;
- had not been obstructive, misleading, or untruthful in dealings with regulatory bodies or a court of law.

(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 as a director) had not been terminated in the past due to concerns on personal integrity;
- has not abused other positions 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 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 organizations).
- (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.

4. FIT & PROPER ASSESSMENT

- 4.1 The Board and NC shall be directly responsible for conducting assessments on the fitness and propriety of directors and making decisions on their initial appointments and re-election.
- 4.2 The fit and proper assessments on each director within the scope of this Policy shall be conducted by the Company both prior to initial appointments and at regular intervals of at least annually or whenever the Company becomes aware of information that may materially compromise a director's fitness and propriety.
- 4.3 The Company will consider the factors set out in Clause 3 above in assessing a director's fitness and propriety. The factors shall be assessed individually, as well as collectively, considering their relative importance. Failure to meet one factor on its own does not necessarily mean failure to meet the fit and proper criteria. The Company will consider the specific circumstances surrounding a director's failure to meet specific factors, such as the lapse of time since the occurrence of events, other contributing factors, and the significance of the event from the perspective of potential risks posed to the Company.

5. REVIEW

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 and / or any other applicable laws enforced at the time being.