

## **FIT AND PROPER POLICY**

### **1. Introduction**

BLD Plantation Bhd. (“the Company”) has adopted the Fit and Proper Policy (“the Policy”) to facilitate the review and assessment that are conducted by the Nominating Committee and the Board for new appointment and re-election of Directors of the Company and its subsidiaries, in accordance with Paragraph 15.01A of the Main Market Listing Requirements (“MMLR”) of Bursa Malaysia Securities Berhad (“Bursa Malaysia”).

### **2. Fit and Proper Criteria**

In assessing the fit and proper criteria of a Director as guided by the latest Corporate Governance Guide issued by Bursa Malaysia that complements the Malaysian Code on Corporate Governance, the Nominating Committee and the Board should consider factors including but not limited to the following:

#### **2.1 Character and integrity**

- is compliant with legal obligation and regulatory requirements
- has not perpetrated in any business practice which are deceitful or oppressive improper
- demonstrates ability to fulfil personal financial obligations
- has not been the subject of civil and criminal proceedings or enforcement action, in managing or governing an entity for the past 10 years

#### **2.2 Experience and competence**

- possesses education qualification, experience and expertise that is relevant to the skill set that the director is earmarked to bring to bear onto the boardroom

#### **2.3 Time and commitment**

- able to devote time and discharge role having regard to other commitments
- demonstrates willingness to participate actively in board activities

### **3. Assessment**

3.1 Nominating Committee shall conduct the fit and proper assessments of candidates who are to be appointed onto the Board as well as Directors who are seeking for re-election before making recommendation to the Board for consideration and approval.

3.2 Nominating Committee may consider the specific circumstances or other contributing factors when a director fails to meet specific factor(s) set out in Item 2 above as these factors shall be assessed not only individually but also collectively, given their relative significance in the fit and proper assessment.

3.3 The information obtained for assessment of Director’s fitness and propriety is strictly for internal use only and shall not be disclosed to any other party.

### **4. Review**

This Policy shall be reviewed periodically and revised as and when deemed necessary.