

## **UUE HOLDINGS BERHAD**

Registration No. 202201026669 (1472366-A)  
(Incorporated in Malaysia)

### **FIT AND PROPER PERSON POLICY**

#### **1. INTRODUCTION**

Rule 15.01A of the ACE Market Listing Requirements (“ACE LR”) of Bursa Malaysia Securities Berhad (“Bursa Securities”) requires all listed issuers to: -

- (a) have a fit and proper policy for the appointment and re-election of directors of the listed issuer and its subsidiaries;
- (b) ensure the policy addresses board quality and integrity and will aid the listed corporation to comply with Rule 2.20A of the ACE LR; and
- (c) make available the policy on its website.

To ensure that the Board’s quality and integrity is maintained and up to expectations, the Board and Nominating Committee has adopted this Fit and Proper Person Policy (“this Policy”) to serve as guidance for the appointment, re-election of Directors and the appointment of key management personnel to carry out their responsibilities with full competence, character, diligence, integrity and judgement.

The main objective of this Policy is to ensure that UUE HOLDINGS BERHAD (“UUE” or “the Company”) and its subsidiaries (collectively referred to as “the Group”) is led by persons of integrity, credibility and competency.

This Policy was adopted after taking into consideration of the guidance contained in Bursa Securities Corporate Governance Guide 4th edition and is to be read together with the Terms of Reference of Nominating Committee (“NC”) and the Board’s Procedures for Appointment of Directors adopted by the Company.

#### **2. KEY MANAGEMENT PERSONNEL**

For the purpose of this policy, “Key Management Personnel” refer to the persons that are responsible for the management or oversight of the Group, which includes: -

- a. Directors;
- b. C-level employees such as Managing Director, Chief Financial Officer (“CFO”), Chief Operating Officer; and
- c. Senior Management personnel, by whatever name called and identified by the Managing Director, who perform a senior management function whose primary or significant responsibility is for the management and performance of significant activities of the Company.

#### **3. FIT AND PROPER CRITERIA**

For the purpose of establishing whether a person is fit and proper to hold a Key Management Personnel position, the Company shall have regard to the person's: -

- (a) **Character and integrity**  
Person should possess personal qualities such as probity, personal integrity, financial integrity and reputation.
- (b) **Experience and competence**  
Person should have the necessary qualifications, training and skills, possesses relevant experience and expertise and relevant past performance or track record.
- (c) **Time and commitment**  
Person should have the ability and commitment to carry out the role.

Any person, before being appointed as a Key Management Personnel, must be assessed to have met all the fit and proper criteria and made a declaration as set out in Appendix 1 of this policy.

#### **4. ASSESSMENT CRITERIA**

##### **4.1 Character and integrity**

In assessing a person's level of probity, integrity and reputation, the Board of Directors of UUE ("the Board") and NC shall consider criteria which include, but not limited to the following: -

- (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 of law.
- (ii) Personal integrity
  - has not perpetrated or participated in any business practices which are deceitful, corrupt, 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 director) had not been terminated in the past due to concerns on personal integrity
  - has not abused his positions held in the company or other positions held (eg. political appointment or public office etc) to facilitate his affairs or affairs of the company nor relations with the government on behalf of the company 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 or attributed in part to deficiencies in that person's integrity and management capabilities.

## **4.2 Experience and competence**

In assessing a person's competence and capability, the Board and NC shall consider criteria which include, but are not limited to the following: -

- (i) Qualifications, training and skills
  - possesses education qualification that is relevant to the skill set that the person is earmarked to bring to bear onto the Group (i.e. a match to the Director, C-level of senior management 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 for the position of Director
  - 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

## **4.3 Time and commitment**

- (i) Ability to discharge role having regard to other commitments
  - for the position of director, 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 or organisation
  - manifests passion in the vocation of a director or senior management

- 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

## **5. REVIEW OF THE POLICY**

The Board reserves the right to review this Policy periodically to assess their effectiveness, and in any event, to maintain the compliance with applicable laws and regulations or accommodate organization changes within the Group.

This Fit and Proper Person Policy was approved and adopted by the Board on 28 August 2023.