

LYSAGHT GALVANIZED STEEL BHD

BOARD CHARTER

1. Introduction

- 1.1 This Board Charter sets out the key corporate governance principles adopted by the Board of Directors (Board) of Lysaght Galvanized Steel Berhad (“Lysaght” or “Company”). In adhering to the responsibilities set out in this Charter, the Board members are expected to perform their duties with integrity, honesty and in a professional manner in accordance with the law in serving the interests of its shareholders, employees, clients and the community. The Board will carry out its mandate directly and through the various committees of the Board, and such other committees it may establish from time to time. The Board and Directors’ performance will be assessed annually based on the expectations set out in this Charter. With the various positions held by each Director on the Board, they are expected to meet the expectations set for each position as these are crucial to the long-term success of the Company.
- 1.2 This Board Charter is subject to the provisions of the Companies Act 2016 (“Companies Act”), the Constitution of Lysaght, the Main Market Listing Requirements of Bursa Malaysia Securities Berhad (“Bursa Securities”), the recommended principles of the Malaysian Code on Corporate Governance 2021 (“MCCG”) and any other applicable law or regulatory requirements.

2. Purpose

- 2.1 The purpose of this Board Charter are to ensure that all Board members acting on behalf of the Company are aware of their duties and responsibilities and the various legislations and regulations affecting their conduct and to ensure that the principles and practices of good corporate governance are applied in all their dealings in respect of for and on behalf of the Company.
- 2.2 The Board Charter also serves as a comprehensive guide for existing and prospective Board members to understand their roles and responsibilities and to assists the Board in the performance of their fiduciary duties as directors of Lysaght. It will also assist the Board in the assessment of its own performance and of its individual Directors. This Charter is available on Company’s website at: www.lysaghtgalvanizedsteelbhd.com.

3. Role of the Board

- 3.1 The key role of the Board as a whole assumes full responsibility of leading, guiding and monitoring the performance of the Group and exploring new opportunity for the Group’s continual business growth. To that, the Board also undertakes to work towards a balanced approach in fulfilling the Group’s key business objective and the creation of long-term shareholder value.

3.2 The principal responsibilities of the Board include the following:

- (a) Reviewing and adopting a strategic plan for the Group;
- (b) Overseeing the conduct of the Group's business to evaluate whether the business is being properly managed and to build sustainable value for shareholders;
- (c) Identifying principal risks and ensure the implementation of appropriate risk management, internal control and mitigation measures;
- (d) Succession planning, including appointing, training, fixing the compensation of and where appropriate, replacing senior management;
- (e) Overseeing the development and implementation of an investor relations programme or shareholder communications policy for the Group; and
- (f) Reviewing the adequacy and the integrity of the Group's internal control systems and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines.

3.3 To ensure the direction and control of the Company are in the hands of the Board, a formal schedule of matters reserved for the Board's deliberation and decision which includes:-

- (a) Corporate/strategic directions/plans and programmes.
- (b) Annual operating and capital expenditure budgets.
- (c) New business ventures.
- (d) Acquisitions and disposals of material undertakings and properties or any significant expenditure which exceeds the authority limits delegated to Executive Committee or the Chief Executive Officer ("CEO").
- (e) Changes to the management and control structure within the Group, including key policies and delegated authority limits.
- (f) Appointment of all Board's and Board committees' members, CEO and the Company Secretary.
- (g) Any matters in excess of any discretions that may have been delegated from time to time to the CEO and Executive Management.
- (h) Terms of reference of Board committees.
- (i) Any matters and/or transactions that are within the ambit of the Board pursuant to the Companies Act, the Bursa Securities, the Company's Constitution or any other applicable laws, rules, regulations, directives and guidelines.

4. Composition of the Board

4.1 The Company's Constitution provides for a minimum of five (5) and maximum of fifteen (15) Directors.

4.2 The board must ensure at least two Directors or one-third of its Board, whichever is the higher, who are Independent Non-Executive Directors and one Director is a woman in accordance with the Listing Requirements.

- 4.3 To enhance its effectiveness, the Board should comprise Directors with an appropriate range and mix of skills, experience, expertise, gender, ethnicity and age diversity. Accordingly the Nomination Committee is entrusted by the Board to appraise candidate for directorship including those who retire and offer themselves for re-election or re-appointment, before recommending to the Board.

5. Independence

- 5.1 An Independent Director is independent of management and free of any significant business or other relationships that could materially interfere with, or could reasonably be perceived to materially interfere with, the exercise of their unfettered and independent judgement, and who otherwise meet the criteria for independence.
- 5.2 The Independent Directors provide independent judgement, experience and objectivity without being subordinated to operational considerations.
- 5.3 The Independent Directors help to ensure that the interests of all shareholders, and not only the interests of a particular fraction or group, are indeed taken into account by the Board and that the relevant issues are subject to objective and impartial consideration by the Board.
- 5.4 The views of the Independent Directors should carry significant weight in the Board's decision-making process.
- 5.5 The Board undertakes to assess the independence of the Independent Directors on an annual basis upon readmission or when any new interest or relationship develops.

6. Tenure of Independent Director

The tenure of an Independent Director shall not exceed a cumulative term of 9 years. However, upon completion of the nine years, the Independent Director may continue to serve the Board subject to the Director's re-designation as a Non-Independent Director. In the event the Director is to remain designated as an Independent Director, the Board shall, upon the recommendation from the Nominating Committee, first justify and obtain shareholders' approval. The Board must justify and seek shareholders' approval through a two-tier voting process in the event it retains as an Independent Director, a person who has served in that capacity for more than 9 years. Notwithstanding the above, Independent Director of more than 12 years must resign or be re-designated as a Non-Independent Director.

7. Segregation of Role

7.1 There must be clear segregation of roles and responsibilities between the Chairman and CEO to ensure a balance of power and authority.

7.2 Chairman

- (a) The Board will appoint from among the Members a Chairman.
- (b) There should be a clearly accepted division of responsibilities between the Chairman and the Chief Executive Officer.
- (c) The Chairman is principally responsible for the working of the Board which include:
 - Providing overall leadership to the Board, without limiting the principle of collective responsibility for Board decisions.
 - Participating in the selection of Board members and ensuring that the membership is properly balanced.
 - Setting agenda for Board meetings, usually in conjunction with the Management and Secretary. The Chairman should ensure that the agenda and all necessary background paper are given to Directors in sufficient time to enable the papers to be adequately considered before the meeting.
 - Chairing meetings of the Board in such a manner that will stimulate debate on the issues before the Board and encourage the most effective contribution from each Director.
 - Reviewing the minutes of meetings of the Board before meeting, to ensure they accurately reflect the Board's deliberations, and matters arising from the minutes and on which further action is required have been addressed.
 - Ensure the Company provides an orientation and education program for new directors.
 - Initiating, normally in conjunction with the Management, the formulation of a business plan to ensure that the Board establishes at the beginning of each year the goals it wishes to achieve and the means by which this will be carried out.
 - Initiating the establishment of Board Committees and ensuring that they achieve their objectives.
 - Ensuring high corporate governance.
 - Encourage all Directors to play an active role in Board activities.
 - Chair general meetings of shareholders.
- (d) The Chairman is responsible for representing the Board to Shareholders.
- (e) The Chairman is responsible for ensuring the integrity and effectiveness of the governance process of the Board.
- (f) The Chairman is responsible for maintaining regular dialogue with the CEO over all operational matters and will consult with the remainder of the Board promptly over any matter that gives him or her cause for major concern.

- (g) The Chairman will act as a facilitator at meetings of the Board to ensure that no Member, whether executive or non-executive, dominates discussion, that appropriate discussion takes place and that relevant opinion among Members is forthcoming. The Chairman will ensure that discussions result in logical and understandable outcomes.

7.3 CEO

(i) Position of CEO

- (a) The Board will link the Company's governance and management function through the CEO.
- (b) All Board authority conferred on Management is delegated through the CEO so that the authority and accountability of Management is considered to be the authority and accountability of the CEO so far as the Board is concerned.
- (c) The Board will guide the CEO to develop and implement strategies and plans. The Board will set, annually and from time to time, specific goals for the CEO to accomplish. The goals will be set for the annual budget, profits and return on investment
- (d) Between Board meetings the Chairman maintains an informal link between the Board and the CEO, expects to be kept informed by the CEO on all important matters, and is available to the CEO to provide counsel and advice where appropriate.
- (e) Only decision of the Board acting as a body are binding on the CEO. Decisions or instructions of individual Members, officers or committees are not binding except in those instances where specific authorisation is given by the Board.
- (f) The CEO's principal responsibilities, amongst others, are as follows:
- Providing the vision and strategic direction of the Group
 - Formulating and implementing appropriate corporate strategies
 - Ensuring the efficiency and effectiveness of the Group's operations
 - Assessing potential business opportunities

(ii) Accountability of the CEO to the Board

- (a) The CEO, is accountable to the Board for the achievement of the strategies, plans and goals set by the Board. The CEO is accountable for the observance of the Management Limitations as set out below.

(iii) Management Limitations

- (a) The CEO shall act within all specific authorities delegated by the Board from time to time.
- (b) The CEO shall not cause or permit any practice, activity or decision that is contrary to commonly accepted good business practice or professional ethics.
- (c) In allocating the capital and resources of the Company the CEO shall be expected to adhere to the strategies, plans and goals.
- (d) The CEO shall not cause or permit any action without taking into account the health, safety, environmental and political consequences and their effect on long-term shareholder value.
- (e) In financing the Company the CEO shall not cause or permit any action that is likely to result in the Company becoming financially embarrassed.
- (f) The assets of the Company are expected to be adequately maintained and protected, and not unnecessarily placed at risk. In particular, the Company must be operated with a comprehensive system of internal control, and assets or funds must not be received, processed or disbursed without controls that, as a minimum, are sufficient to meet standards acceptable to the Company's external auditors. In managing the risks of the Company, the CEO shall not cause or permit anyone to substitute their own risk preferences for those of the Shareholders as a whole.
- (g) The CEO shall not permit employees and other parties working for the Company to be subjected to treatment or conditions that are undignified, inequitable, unfair or unsafe.
- (h) The CEO shall observe the Rules and Regulations of the Company as approved by the Board from time to time.

7.4 **Executive Director**

(i) Role of Executive Directors

- (a) The Board will link the Company's governance and management functions through the Executive Directors.
- (b) All Board authority conferred on Management is delegated through the Executive Directors so that the authority and accountability of Management is considered to be the authority and accountability of the Executive Directors so far as the Board is concerned.
- (c) The Board shall together with the Executive Directors set directions/ guidelines to achieve the Company Goals. This will usually take the form of an annual budget under which the Executive Directors are authorized to make any decision and take any action within the Management Limitations, directed at achieving the Company Goals.
- (d) The Executive Directors are expected to keep the Board informed on all important matters.

- (e) Only decisions of the Board acting as a body are binding on the Executive Directors. Decisions or instructions of individual Directors, officers or committees are not binding except in those instances where specific authorization is given by the Board.

(ii) Accountability of Executive Directors to Board

- (a) The Executive Directors, in association with the Chairman, is accountable to the Board for the achievement of the Company Goals and Executive Directors is accountable for the observance of the Management Limitations.
- (b) At each of its meetings, the Board should expect to receive from or through the Executive Directors:-
- the operational and other reports and proposals; and
 - such assurances as the Board considers necessary to confirm that the Management Limitations are being observed.

(iii) Management Limitations

- (a) The Executive Directors are expected to act within all specific authorities delegated to him by the Board.
- (b) The Executive Directors are expected not to cause or permit any practice, activity or decision that is contrary to commonly accepted good business practice or professional ethics.
- (c) In allocating the capital and resources of the Company the Executive Directors are expected to adhere to the Company Goals.
- (d) The Executive Directors are expected not to cause or permit any action without taking into account the health, safety, environment and political consequences and their effect on long-term shareholder value.
- (e) The Executive Directors are expected not to cause or permit any action that is likely to result in the Company becoming financially embarrassed.
- (f) The assets of the Company are expected to be adequately maintained and protected, and not unnecessarily placed at risk. In particular, the Company must be operated with a comprehensive system of internal control, and assets of funds must not be received, processed or disbursed without controls that, as a minimum, are sufficient to meet standards acceptable to the Company's external auditors.
- (g) The Executive Directors are expected not to permit employees and other parties working for the Company to be subjected to treatment or conditions that are undignified, inequitable, unfair or unsafe.

7.5 **Non-Executive Directors**

- (a) Non-Executive Directors are not involved in the day-to-day management of the Group.
- (b) Non-Executive Directors are person of calibre, credibility and have the necessary skill and experience to bring an independent judgement to bear on the issues of strategy, performance and resources, including key appointments and standards of conduct.
- (c) Non-Executive Directors ensure that business and investment proposals presented by management are fully deliberated and examined. They perform a key role by providing unbiased and independent views, advice and judgment, which take into account the interests of Company and all its stakeholders including shareholders, employees, customers, business associates and the community as a whole.
- (d) Non-Executive Directors act as a channel of communication between Management, shareholders and other stakeholders' interest and ensuring that high standards of corporate governance are applied.

7.6 **Senior Independent Director**

- (i) There shall be an independent non-executive director of the Board be designated as Senior Independent Non-Executive Director to whom concerns may be convened.
- (ii) A designated email shall be made available in the Company's website for all shareholders to access/contact the Senior Independent Non-Executive Director.
- (iii) The responsibilities of the Senior Independent Non-Executive Director would include:-
 - (a) attending confidential discussion with other Non-Executive Directors who may have concerns, which they believe have not been properly considered by the Board as a whole
 - (b) the authority to call a meeting of the Non-Executive Directors, if, in their opinion, it is necessary
 - (c) providing a sounding Board for the Chairman and to serve as an intermediary for the other directors when necessary
 - (d) serving as a designated contact person for consultation and direct communication with shareholders on areas that cannot be resolved through the normal channels of contact with the Company
 - (e) chair the Nomination Committee and lead the succession planning and appointment of Directors.
 - (f) providing feedback to the Board on the Independent Non-Executive Directors' collective views on the management, leadership and effectiveness of the Board

- (g) ensuring all independent directors have an opportunity to provide input on the agenda and advise the Chairman on the quality, quantity and timeliness of the information submitted by management that is necessary or appropriate for the independent directors to perform their duties effectively
- (h) serve as oversight for the whistleblowing policy of the company
- (i) preside at all meetings of the Board at which the Chairman is not present.

8. Appointments and Re-elections

- 8.1 The appointment of a new Director is a matter for consideration and decision by the full Board upon appropriate recommendation from the Nomination Committee. In discharging this duty, the Nomination Committee will assess the suitability of an individual to be appointed to the Board and Board Committees by taking into account the individual's skills, knowledge, expertise and experience, professionalism, integrity, gender, ethnicity and age diversity. Any new Director so appointed shall be subject to re-election at the next Annual General Meeting ("AGM") to be held immediately following the appointment.
- 8.2 The Company Secretary has the responsibility of ensuring that relevant procedures relating to the appointments of new Directors are properly executed.
- 8.3 The Constitution of the Company provide that at least one third (1/3) of the Board shall retire from office and be eligible for re-election at every AGM, and all the Directors should submit themselves for re-election at least every three (3) years. The Directors to retire in each year should be those who have been longest in office since their last election

9. Other Board Appointment

- 9.1 Any Board member is, while holding office, at liberty to accept appointments to the board of other companies so long as the appointment is not in conflict with the Business and shall not result conflict with the discharge of Directors' duties to the Company. The concerned Director shall observe the rules of disclosure as required by the regulatory authorities.
- 9.2 All Board members shall notify the Chairman of the Board before accepting any new directorship. The notification shall include an indication of time that will be spent on the new appointment.

10. Board Meeting

- 10.1 Board meetings are scheduled in advance at the end of the prior calendar year to enable the Board members to plan their schedules accordingly. The Company Secretary will prepare and circulate a timetable for all required to attend the meeting.
- 10.2 The Board meetings will be conducted on quarterly basis and additional meetings to be convened as and when necessary.
- 10.3 The notice of Board meeting setting out the agenda shall be issued at least seven (7) days prior to the meeting to the Directors to review, seek additional information and/or clarification on the matters to be deliberated at Board meetings and Board meeting papers are delivered in hard copies at least three days prior to the meetings.
- 10.4 All Board meetings shall be chaired by Chairman of the Board. In events of the Chairman's absence, or if he is not present within fifteen (15) minutes after the time set for the holding of the meeting, the Directors shall elect one (1) of their number to be Chairman of the meeting.
- 10.5 The quorum of Board meeting shall be at least half of the number of the Board members.
- 10.6 Proceedings of the Board meetings are minuted and signed by the Chairman of the meeting at which the proceedings were held or by the Chairman of the next succeeding meeting shall be evidence of the proceedings to which it relates.
- 10.7 The Board may from time to time and if deemed appropriate, consider and approve and/or recommend relevant matters via a Directors' Resolution in Writing, in lieu of formally convening a meeting. Directors' Resolution in Writing shall be as valid and effectual as if it has been passed by a meeting of the Board duly convened. Approval of the Board obtained by a Directors' Resolution in Writing must signed or approved by all Board members.
- 10.8 The Board may invite external parties such as members of management, auditors (both internal and/or external auditors), solicitors or consultant to attend and speak at meetings on matters relating to their sphere of responsibility as and when the need arises.

11. Board Committees

- 11.1 Board committees shall be formed as required by the code of corporate governance on best practices and only when it is efficient or necessary to facilitate efficient decision-making.
- 11.2 Board committees shall observe the same rules of conduct and procedure as the Board unless the Board determines otherwise.
- 11.3 Board committees shall only speak or act for the Board when so authorised.
- 11.4 The Board may from time to time establish Committees to streamline the discharge of its responsibilities. The Board delegates certain of its governance responsibilities to the following Committees, which operate within clearly defined terms of references:

- (a) **Audit Committee**

The Audit Committee assists and supports the Board's responsibility to oversee the Company's operations by providing a means for review of the Company's processes for producing timely and accurate financial data, its internal controls and independence of the Company's external and internal auditors. The terms of reference of the Audit Committee is provided under Section B1.

- (b) **Remuneration Committee**

The Remuneration Committee assists the Board in developing and establishing competitive remuneration policies and packages accorded to the Directors to ensure that the Executive Directors' level of remuneration commensurate with their experience, level of responsibilities, achievement and contribution to the Company. As for Non-Executive Directors, to ensure it is consistent with their commitment, participation and contribution to the Company. The terms of reference of the Remuneration Committee is provided under Section B2.

- (c) **Nomination Committee**

The Nomination Committee oversees matters related to the proposing suitable new nominees for appointment as Directors and to fill the seats on Board Committees wherever necessary. The Nomination Committee also annually review the required mix of skills, experience and other requisite qualities of Directors as well as the annual assessment of the effectiveness of the Board as a whole, its Committees and the contribution of each individual Director. The terms of reference of the Nomination Committee is provided under Section B3.

(d) **Risk Management Committee**

The Risk Management Committee is primarily responsible for assisting the Board in overseeing all risk management activities within the Group and review the efficacy of internal controls within the Group. The terms of reference of the Risk Management Committee is provided under Section B4.

12. Board and member assessment

- 12.1 The Board recognises the importance of assessing the effectiveness of individual Directors, the Board as a whole and its Committees.
- 12.2 The Nomination Committee is entrusted by the Board to develop a set of criteria with target areas of focus to assist the Board in evaluating the performance and effectiveness of the Board, Board Committees and individual Directors annually.
- 12.3 As part of the evaluation process, all Independent Non-Executive Directors of the Company are required to provide to the Board a yearly declaration and confirmation of their independence in compliance with the criteria set out in the Listing Requirements to facilitate the annual assessment of the Independent Non-Executive Directors by the Board.

13. Directors' Remuneration

- 13.1 The Remuneration Committee is empowered to make recommendations on Executive Directors' remuneration.
- 13.2 Directors' remuneration policy is generally designed to enable the Company to attract and retain experienced and knowledgeable Director of such caliber to provide the necessary skills and experience as required to support the Company's ambitious expansion plans in line with its overall objective of delivering long-term value to its shareholders.
- 13.3 For the Executive Director, the remuneration packages are structured so as to link short-term and long-term rewards to corporate and individual performance. A significant portion of the Executive Director's compensation package has been made variable in nature to be determined by the Company's performance during the year against the individual Key Performance Indicators which are aligned with the Company's objectives.
- 13.4 For Non-Executive Directors ("NEDs"), the level of remuneration generally reflects the experience and level of responsibilities undertaken. The determination of remuneration packages for NEDs including the Non-Executive Chairman, is a matter for the Board as a whole following the relevant recommendation made by the Remuneration Committee.

14. Directors' Training & Continuous Education

- 14.1 In addition to the Mandatory Accreditation Programme as required by the Bursa Securities for newly appointed Director, the Directors are encouraged to attend training programmes conducted by highly competent professionals and which are relevant to the Company's operations and business.
- 14.2 The Directors shall continue to update their knowledge and enhance their skills through appropriate continuing education programmes and life-long learning. This will enable Directors to sustain their active participation in Board deliberation and to discharge their duties more effectively. The Board shall assess the training needs of its members from time to time.
- 14.3 The Board will assess the training needs of the Directors from time to time and will ensure Directors have access to continuing education programme.
- 14.4 All costs incurred ancillary or incidental to the training shall be borne by the Company.
- 14.5 The Directors are required to disclose the trainings they have attended during a financial year in the Company's Annual Report.

15. Access to Information and Independent Advice

- 15.1 All Directors shall have unrestricted access to Senior Management and to information pertaining to the Company, including access to the Company Secretary, Company auditors (internal and external) and consultants, relevant to the furtherance of their duties and responsibilities as Director of the Company.
- 15.2 Where necessary and prudent, Directors may seek independent professional advice after the discussion with the Chairman of the Board or the Audit Committee, which will not be unreasonably withheld, as they individually or collectively consider necessary to fulfill their responsibilities and permit independent judgment in decision making, at the expense of the Company.

16. Code of Ethics

The Directors observe and adhere to the Code of Ethics for Company Directors established by the Companies Commission of Malaysia, which encompasses the formulation of corporate accountability standards in order to establish an ethical corporate environment.

17. Whistleblowing Policy

The Whistleblowing Policy is aimed at protecting the integrity, transparency, impartiality and accountability where Company conducts its business operation. The Whistleblowing Policy provides a structured reporting channel and guidance to all employees and external parties to whistleblow without the fear of victimisation.

18. Conflicts and Declarations of Interest

18.1 Every Director who may have direct or indirect interest in any contracts or proposed contract or arrangement with the Company shall immediately declare his interest to the Board and shall not participate in deliberations and shall abstain himself from casting his votes in any matter arising there from.

18.2 Should there be an actual, potential or perceived conflict of interest between a Company and a Director, or an associate of a Director such as a spouse, other family member, or a related Company, the Director involved shall make full disclosure and act honestly in the best interest of the Company.

18.3 An actual, potential or perceived conflict of interest shall not necessarily disqualify an individual Director from the Board provided that full disclosure of the interest has been made in bona fide and due honesty.

19. Investor Relations and Shareholders Communication

19.1 The Board is committed to ensure that shareholders are well-informed of all major developments affecting the state of affairs of the Group through timely dissemination of information on the Group's performance and major corporate developments via appropriate channel of communication which includes distribution of annual reports, relevant circulars to shareholders, press releases (where appropriate), quarterly performance results and corporate announcements to Bursa Securities.

19.2 The Annual General Meeting is the principal forum for dialogue and interaction with shareholders. The Board encourages shareholders to attend and participate in the question and answer session at the AGM.

20. Indemnity and Insurance

The Directors and officers of the Company are entitled to be indemnified against liabilities arising from their holding of office in the Company. In this respect, the Company will consider the appropriate insurance policy to mitigate this risk.

21. Company Secretary

- 21.1 The appointment and removal of the Company Secretary is a matter for the Board as a whole. The Board recognises the fact that the Company Secretary should suitably qualified and capable of carrying out the duties required of the post.
- 21.2 The Secretary is responsible for ensuring that Board procedures are followed, that the applicable rules and regulations for the conduct of the affairs of the Board are complied with and for all matters associated with the maintenance of the Board or otherwise required for its efficient operation.
- 21.3 The Company Secretary is accountable to the Board through the Chairman of the Board and Committees on all governance matter.
- 21.4 The Board members have unlimited access to the professional advice and services of the Company Secretary.

22. Diversity Policy

The Board via the Nomination Committee when assessing potential candidates for appointment as Directors will also consider these candidates in the context of Board balance, gender diversity and size of non-executive participation.

The Board is conscious of meeting the Corporate Governance Blueprint 2011 issued by the Securities Commission on increasing women participation on Boards to reach 30% by 2016. However, the Board believes that given the current state of the Group's development, it is more important to have the right mix of skills at the Board rather than attaining the percentage concerned.

Nevertheless, the Board is committed to provide fair and equal opportunities and nurturing diversity at all levels within the Group.

23. Sustainability Policy

Sustainability efforts and initiatives are embedded in the day-to-day operational activities or are organized via special programs for specific sustainability cause. By achieving a satisfactory balance on bottom-line growth, welfare safeguard of people and community within a harmonious state of the environment, such efforts are intended to benefit the shareholders, investors, operating environment, society, employees, customers, business partners, contractors, suppliers and other stakeholders.

The Group is mindful of the importance of business sustainability in developing the business operations and corporate strategy. In this respect, the Board has always ensured that all aspects of the Group's business which have direct and indirect impacts on the work place, communities and environment are balanced with the interest of the Group's stakeholders.

24. Review of the Board Charter

The Board chartered will be periodically reviewed an updated in accordance with the needs of the Company and any new regulation that may have an impact on the discharge of Board's responsibilities.