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1 DEFINITIONS

“Company”	:	1 Doc International Berhad
“Board”	:	Board of Directors of 1 Doc International Berhad
“BNRC”	:	Board Nomination and Remuneration Committee
“Group”	:	The Company and its subsidiary companies
“Responsible Person”	:	i) Existing directors considered for re-appointment or re-election within the Group. ii) Candidates nominated for appointments as directors within the Group.
“Policy”	:	The Fit and Proper Policy of the Company

2 PURPOSE

- 1.1 This Policy is established to outline the Group’s methodology for assessing the fitness and propriety of Responsible Persons. It ensures that such persons possess the necessary character, integrity, experience, competence, and dedication required to effectively fulfill their roles and responsibilities in accordance with exemplary corporate governance practices.
- 1.2 The objective of this Policy is to enhance the integrity and quality of leadership within the Group by establishing clear criteria and structured processes for evaluating the suitability of Responsible Persons.

3 ROLES & RESPONSIBILITIES

3.1 Board of Directors

The Board shall be responsible for ensuring that all Responsible Persons meet the established fit and proper criteria, thereby maintaining the Group's commitment to high governance standards.

3.2 Nomination Committee

a) Assess existing directors or potential candidates for directorships within the Company and its principal subsidiaries, as specified in the Limits of Authority, and provide recommendations to the Board. The Nomination Committee shall conduct the assessment of fitness and propriety of

existing Key Responsible Person at least once annually. The Nomination Committee shall inform the Board for decision in the event of any breaches by any Responsible Person arising from the assessment.

b) Report to the Board on any issues pertinent to the assessment of a Responsible Person's fitness and propriety.

4 FIT & PROPER STANDARDS

The BNRC shall evaluate the suitability of Responsible Persons based on the following criteria, in alignment with the principles outlined in the Corporate Governance Guide issued by Bursa Malaysia.

4.1 Character and Integrity

When assessing an individual's character and integrity, the following factors shall be taken into consideration:

a) **Probity:**

- Compliance with legal obligations, regulatory requirements, and professional standards.
- History of transparency and honesty in interactions with regulatory bodies or judicial authorities.

b) **Personal Integrity:**

- Avoidance of positions or involvement in practices that are deceitful, oppressive, or improper.
- No prior dismissals or terminations from employment due to integrity-related concerns.

c) **Financial Integrity:**

- Not being an undischarged bankrupt.
- No involvement in ongoing bankruptcy proceedings.

d) **Reputation:**

- Recognition of good standing within the financial and business communities.

- No involvement in civil or criminal proceedings, or enforcement actions related to organizational management or governance.

4.2 Experience and Competence

The assessment of experience and competence shall be based on:

a) **Qualifications, Training, and Skills:**

- Possession of relevant academic and professional credentials.
- Commitment to continuous professional development.
- Possess general management skills as well as understanding corporate governance and sustainability issue

b) **Relevant Experience and Expertise:**

- A proven track record demonstrating pertinent past performance.
- Adequate exposure to the industry and operational environment of the Group.

c) **Leadership and Decision-Making Abilities:**

- Ability to make sound decisions and judgments in line with the company's objectives.
- Strong leadership and problem-solving skills.

d) **Understanding of Regulatory and Industry Practices:**

- Comprehensive knowledge of the applicable regulatory framework and corporate governance expectations.
- Awareness of industry best practices and compliance requirements.

4.3 Time and Commitment

When assessing an individual's ability to commit sufficient time to the role, the following factors shall be considered:

a) **Ability to Discharge Role with Other Commitments:**

- Capacity to allocate sufficient time and attention to the responsibilities of the position, considering other professional obligations.

b) **Participation and Contribution in the Board:**

- Active engagement in Board and committee meetings.
- Constructive contribution to discussions and decision-making processes.

5 ASSESSMENT PROCESS

The BNC shall conduct assessments of Responsible Persons using the following procedures:

5.1 New Appointments

- Conduct comprehensive evaluations of potential candidates, including background checks, verification of qualifications, and assessment of professional experience.
- Ensure candidates meet the established fit and proper criteria before recommending appointments to the Board.

5.2 Re-appointments

- Review and assess existing directors seeking re-appointment or re-election, focusing on their performance, contribution, and continued compliance with the fit and proper standards.

5.3 Ongoing Assessments

- Periodically reassess Responsible Persons to confirm sustained adherence to the fit and proper criteria.
- Require immediate disclosure of any changes in personal circumstances that may affect an individual's fitness and propriety.

6 REVIEW OF THE POLICY

6.1. This Policy shall be reviewed periodically to ensure its effectiveness and alignment with applicable laws, regulations, and best practices.

6.2. Any proposed amendments to this Policy must be submitted to the Board for approval.