

HAILY GROUP BERHAD

Registration No. 202001006412 (1362732-T)

(Incorporated in Malaysia)

CONTINUING EDUCATION POLICY

The Board of Directors (“Board”) of HAILY GROUP BERHAD (“HGB” or “the Company”) recognises that it is imperative that the Directors of the Company (“Directors”) devote sufficient time to update their knowledge and enhance their skills through appropriate continuing education programmes.

The purpose of this policy is to set forth the elements of continuing education for Board members in addition to the initial induction process to ensure, the Board members maintain and update their necessary skills and knowledge to meet their obligations as Directors.

Continuing Education

- Directors are encouraged to attend appropriate continuing education programmes which they deem appropriate (given their different individual background experience) to stay abreast of developments in corporate governance and areas of relevance to ensure their continued contributions to boardroom dynamism as well as, their respective roles and responsibilities on the Board Committees.
- Directors are expected to attend at least one (1) full day of continuing education programme each year, the extent and subject matter may vary, and is left to the individual Director’s discretion.
- Areas of Director’s education need not be confined to corporate governance topic but may include relevant broader topics such as, accounting, finance, banking, general business, environmental, health, safety, human resource management or as the individual Director deems suitable to enhance his/her skills and effectiveness.

In order to encourage the Directors to attend continuing education programmes, the Company will reimburse the Directors for all costs of attending one (1) programme each year.

The Directors with the consent of the Chairman of the Nominating Committee (“Chairman of the NC”) may at the Company’s expense, attend more than one (1) programme each year.

The Chairman of the NC based on the annual assessment of each Director, is authorised to make recommendations for each individual Director’s continuing education requirements as the NC, deems necessary or appropriate, to meet the intention and purpose of this policy.

Nothing in this policy shall be construed, to require any Director to undertake to gain, possess or exercise any independent knowledge of, or expertise in, any specific law, regulation or professional discipline.

Directors are entitled to rely on the advice of the management legal counsel, internal and external auditors, independent reporting accountants and other professional advisers engaged on matters relating to the Company’s/Group’s operations, financial performance and regulatory obligations.

This Continuing Education Policy was approved and adopted by the Board on 2 September 2020.