



CYPARK RESOURCES BERHAD
[Registration No. 200401004491 (642994-H)]
(Incorporated in Malaysia)

BOARD CHARTER

**Cypark Resources Berhad [Registration No. 200401004491 (642994-H)]
Board Charter**

Part 1: Definition

1.1 In this Charter:

"Act" means the Companies Act 2016;

"AGM" means Annual General Meeting;

"Company" means Cypark Resources Berhad;

"Board" means the Board of Directors of the Company;

"Business" means the business of the Company;

"CEO" means the Group Chief Executive Officer and/or Deputy Chief Executive Officer of the Company;

"Chair" means the Chair of the Board and is used in a gender neutral sense;

"Company Goals" means the goals of the Company as set out in Part 3;

"Cypark Group" means the Company and its subsidiaries;

"Management" means the management personnel of the Company;

"Management Limitations" means the limitations on the actions of Management as set out in paragraph 5.3;

"MCCG" means the Malaysian Code of Corporate Governance as may be updated or re-issued from time to time;

"Directors" means Directors of the Company as defined under the Act;

"Secretary" means the Company Secretary(ies) as provided under Subdivision 4 of Division 2 of the Act;

"Shareholders" means the shareholders of the Company.

Unless there is something in the subject or context inconsistent herewith, words importing the singular shall include the plural and vice versa and words importing the masculine gender shall, where applicable, include the feminine gender and vice versa.

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Part 2: Introduction

The Board recognises that good corporate governance (“CG”) practices are essential to reinforce stakeholders’ confidence in the Company and its Board, which is vital to the success of the Group’s businesses.

The Board plays the role of stewardship and guardian of the Company and is instrumental in keeping with best CG standards. To this end, a Board Charter has been developed and adopted by the Board.

Objectives

This Board Charter sets out the composition, role, responsibilities, governance structure and processes of the Board. The objectives of this Board Charter are to ensure that all Board members acting on behalf of the Company are aware of their duties and responsibilities as Board members and the various legislations and regulations affecting their conduct and that the principles and practices of good CG are applied in all their dealings in respect and on behalf of the Company.

This Board Charter is not an “all inclusive” document and should be read as a broad expression of principles. It should be reviewed on a periodic basis and may be amended by the Board from time to time to ensure that the practices of the Board are consistent with the prevailing code of CG, laws and/or regulations and reflect the Board’s commitment to best practice in CG.

Part 3: Company Goals

3.1 The Cypark Group Mission

To enhance the quality of the living environment. We are a team of multi-disciplinary professionals committed to providing quality services beyond our clients' expectations and work towards the best interests of our stakeholders through continuous improvement of our skills.

3.2 The Cypark Group Vision

To provide world-class professional engineering and renewable products and services through smart application of environmental science, technology and methodologies, resulting in innovative, practical and cost-effective solutions.

3.3 The Cypark Group Philosophy

To continue to be a client-focused and people-orientated organisation providing technically well-founded and innovative environmental solutions of the highest quality.

3.4 The Cypark Group Values

- **Compassion**
Honesty, care, attention, and maintenance for the environment and more importantly, the people.
- **Quality**
Enhanced living quality through superior services.
- **Teamwork**
Solidified human capital towards the Company's philosophy, vision and mission.
- **Professionalism**
Fostered performance through integrity and commendable work ethics.
- **Diligence**
Energised commitment in execution, products and services.
- **Consistency**
Constant innovation, professionalism and delivery.

The capital and resources of the Company will be allocated to those assets and activities which will enable the Company to achieve Company Goals in the best interest of the Company.

Part 4: Governance

4.1 Roles and Responsibilities of the Board

- 4.1.1 The Board is to effectively promote the best interests of the Company with a view to add long-term value to the Company's shares, shareholders and stakeholders.
- 4.1.2 To enable the Board to discharge its responsibilities in meeting Company Goals, the Board should, among others –
 - together with senior management, promote good corporate governance culture within the Company which reinforces ethical, prudent and professional behavior;
 - review, challenge and decide on Management's proposals for the Company, and monitor its implementation by Management;
 - ensure that the strategic plan of the Company supports long-term value creation and includes strategies on economic, environmental and social considerations underpinning sustainability;

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- supervise and assess Management performance to determine whether the business is being properly managed;
- ensure there is a sound framework for internal controls and risk management;
- understand the principal risks of the Company's business and recognise that business decisions involve the taking of appropriate risks;
- set the risk appetite within which the Board expects Management to operate and ensure that there is an appropriate risk management framework to identify, analyse, evaluate, manage and monitor significant financial and non-financial risks;
- ensure that senior management has the necessary skills and experience, and there are measures in place to provide for the orderly succession of Board and senior management;
- ensure that the Company has in place procedures to enable effective communication with stakeholders; and
- ensure that all its directors are able to understand financial statements and form a view on the information presented; and
- ensure the integrity of the Company's financial and non-financial reporting.

4.1.3 Having regard to its role, the Board will direct and supervise the Management, the Business and affairs of the Company including, in particular:

- reviewing and adopting a strategic plan for the Company, including establishing Company Goals and ensuring that the strategic plan of the Company supports long-term value creation and includes strategies on economic, environment and social considerations underpinning sustainability;
- establishing policies for strengthening the performance of the Company including ensuring that Management is proactively seeking to build the Business through innovation, initiative, technology, new products and the development of its business capital;
- identifying principal risks, set the risk appetite within which the Board expects the Management to operate and ensuring the implementation of appropriate systems to manage the significant financial and non-financial risks

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and ensuring there is a sound framework for internal controls and risk management;

- ensuring that actual, potential and perceived conflicts of interest are identified and managed effectively;
- ensuring that senior management has the necessary skills and experience, and there are measures in place to provide for the orderly succession of board and senior management;
- reviewing the adequacy and the integrity of the Company's internal control systems and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;
- deciding on whatever steps are necessary to protect the Company's financial position and the ability to meet its debts and other obligations when they fall due, and ensuring that such steps are taken;
- ensuring that the Company's financial statements are true and fair and conform with any applicable laws and/or regulations; and
- ensuring that the Company adheres to high standards of ethics and corporate behavior.

4.1.4 In the normal course of events, day-to-day management of the Company will be in the hands of Management and under the stewardship of the Executive Directors and/or the CEO.

4.1.5 The Board shall discharge its statutory duties and oversight responsibilities by monitoring the sustainable development strategy of the Company's businesses covering economic, environmental and social aspects, including contribution to sustainability-related impacts in the course of the Company's operations, and to oversee the integrity of the Company's sustainability reporting.

4.2 Board Meeting Procedures

4.2.1 The conduct of Directors will be consistent with their duties and responsibilities i.e., to act in the best interest of the Company. The Board will be disciplined in carrying out its role, with the emphasis on strategic issues and policy.

4.2.2 Board discussions will be open and constructive, recognising that genuinely held differences of opinion could bring greater clarity and lead to better decisions. The Chair will, nevertheless, seek a consensus in the Board but may, where considered necessary, call for a vote. All discussions and their

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records will remain confidential unless there is a specific direction from the Board to the contrary, or disclosure is required by law. Subject to legal or regulatory requirements, the Board will decide the manner and timing of the publication of its decisions.

4.2.3 Executive Directors will attend Board meetings to discharge their Board responsibilities. At Board meetings, the Board's responsibilities supersede all executive responsibilities.

4.2.4 The Board has sole authority over its agenda and exercises this through the Chair or Secretary of the Board. Any Director may, through the Chair or the Secretary, request the addition of an item to the agenda.

4.2.5 The Board will normally hold meetings at least four (4) times in each financial year and will hold additional meetings as the situation requires. At each meeting the Board will consider -

- the quarterly financial statements for announcement to authorities;
- relevant financial and operational report(s) from the Management;
- disclosures on conflict of interest that arose or persist (in addition to those that may arise) and the measures taken to resolve, eliminate, or mitigate the conflict of interest, if any;
- public announcements;
- specific proposals for capital expenditure and acquisitions, if any; and
- major issues and opportunities for the Company, if any.

In addition, the Board will, at intervals of not more than one (1) year -

- review the following year's business plan and approve the annual budget;
- approve the annual financial statements;
- consider and, if appropriate, declare or recommend the payment of dividends;
- review the Board composition, structure and succession;
- review the Company's audit requirements;

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- review the performance of, necessity for and composition of Board committees;
 - undertake Board and individual Director evaluations;
 - review Directors' remuneration; and
 - review risk assessment policies and controls and compliance with legal and regulatory requirements.
- 4.2.6 Directors are entitled to have access to all relevant company information and to Management at all reasonable times.
- 4.2.7 In setting policies, the Board will not reach specific decisions unless it has considered the general principles upon which they are founded, and in reaching other specific decisions, the Board will consider the policies against which the decisions are made.

4.3 Chair of the Board

- 4.3.1 The Board will appoint a Chair from amongst the Directors, who is responsible for instilling good corporate governance practices, leadership and effectiveness of the Board.
- 4.3.2 Key responsibilities of the Chair include-
- providing leadership for the board so that the board can perform its responsibilities effectively;
 - leading the board in the adoption and implementation of good corporate governance practices in the company;
 - setting the board agenda and ensuring that directors receive complete and accurate information in a timely manner;
 - leading board meetings and discussions;
 - encouraging active participation and allowing dissenting views to be freely expressed;
 - managing the interface between board and management; and
 - ensuring appropriate steps are taken to provide effective communication with stakeholders and that their views are communicated to the board as a whole.
- 4.3.3 The positions of the Chair and CEO are held by two (2) different individuals to promote accountability and facilitate division of responsibilities between them. In this regard, no one individual can influence the Board's discussions and decision-making. Generally, the Chair would lead the Board in its collective

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oversight of management, while the CEO focuses on the business and day-to-day management of the Company.

4.3.4 The Chair shall not be a member of the Audit and Risk Committee as well as the Nomination and Remuneration Committee. This measure is intended to establish checks and balances, ensuring an objective review by the Board. This separation helps mitigate the risk of self-review and maintains the objectivity of both the Chair and the Board when considering the observations and recommendations made by the Board Committees.

4.3.5 The Chair acts as an informal link between the Board and Management. The Chair is expected to be kept informed by the Management of all important matters and make himself available to the Management -

- to be part of the control mechanism in ensuring that the Management's decisions are properly considered; and
- to give assistance and advice when needed.

4.3.6 The Board communicates with Shareholders at Shareholders' meetings and through the distribution of its annual reports. The Chair will chair these meetings and inform the Shareholders on the Company's affairs.

This role calls for skills and qualities that allow and encourage shareholders to express their opinions. The Chair should possess the capability to summarise and unify thoughts and ideas as well as to manage the meeting effectively.

4.3.7 The Chair also leads in presenting the Company's cause, whether formally or informally, to the authorities, institutional or potential investors and those having an influence on the environment in which the Company operates.

4.4 Expectation of Individual Director

4.4.1 Each individual Director must always act within any limitations imposed by the Board on its activities.

4.4.2 Directors will use their best endeavours to attend Board meetings where each Director shall commit the time to attend at least 50% of all Board Meetings and Board Committee Meetings where he is part of the Board Committee in any applicable financial year with appropriate leave of absence notified to the respective Chair of the Board or Board Committee.

4.4.3 Each Director is expected to participate fully and constructively in Board discussions and other activities to bring the benefit of their particular knowledge, skills and abilities to the Board.

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- 4.4.4 Each Director is expected to strictly observe confidentiality of the Company's information, and refrain from making improper use of information gained through his position as director for his own interest, or his employer's interest, if applicable.
- 4.4.5 Each Director shall commit to providing his relevant expertise advice in the best interest of the Company.
- 4.4.6 Each Director shall abide by all fiduciary and statutory duties and responsibilities of a director as prescribed under Subdivision 3 of Division 2 of the Act and the Bursa Malaysia Securities Berhad Main Market Listing Requirements.

4.5 Senior Independent Director

- 4.5.1 The Board may appoint a Senior Independent Director, if necessary, whose role is to act as-
- a sounding board for the Chair;
 - an intermediary for other directors when necessary; and
 - the point of contact for shareholders and other stakeholders.

4.6 Board Committees

- 4.6.1 Board committees will be formed only when it is necessary to facilitate efficient decision-making.
- 4.6.2 Board committees will observe the same rules of conduct and procedure as the Board unless the Board determines otherwise in separate Terms of Reference ("**TOR**").
- 4.6.3 Board committees will only speak or act for the Board when so authorised.
- 4.6.4 The Board has established the following Board Committees, each with clearly defined TOR detailing also the Board Committees' authorities, roles and responsibilities, as annexed to this Board Charter, in order to enhance business and corporate efficiency and effectiveness:-
- (a) Audit and Risk Committee; and
 - (b) Nomination and Remuneration Committee.

4.7 Board Composition

- 4.7.1 The Board should consist of individuals with diverse backgrounds and equipped with professional and technical knowledge to effectively carry out its roles and responsibilities in setting the Company's strategy and ensuring its implementation.
- 4.7.2 At least half of the Board comprises independent directors.

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- 4.7.3 The qualifications for Board membership are the ability to make sensible business decisions and recommendations, an entrepreneurial talent for contributing to the creation of Shareholder value, the ability to see the wider picture, the ability to raise constructive queries, preferably with some experience in the industry sector, high ethical standards, sound practical sense, and commitment to furthering the interests of Shareholders' and the achievement of the Company Goals.
- 4.7.4 Non-Executive Directors will be active in areas which will enable them to relate to the strategies of the Company and to make a meaningful contribution to the Board's deliberations. They will be independent of Management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.
- 4.7.5 Directors appointed to fill a casual vacancy or as an addition to the Board shall hold office only until the next annual general meeting of the Company but shall be eligible for re-election.
- 4.7.6 Directors shall retire from office at least once in every three (3) years but shall be eligible for re-election.
- 4.7.7 Only Executive Directors will be engaged on service contracts/be under permanent employment. Upon the expiry of his tenure or resignation of employment, the Board may also, with the recommendation of the Nomination and Remuneration Committee and if considered appropriate, appoint him as a Non-Executive Director until the conclusion of the next AGM, whereby he shall be eligible to offer himself for re-election.
- 4.7.8 In the event an Executive Director's service contract with the Company is terminated before the expiry of his tenure for any reason whatsoever, the Director is expected to resign from the Board.

4.8 Nomination and Appointment

- 4.8.1 The appointment of a new Director is a matter for consideration and decision by the Board upon appropriate recommendation from the Nomination and Remuneration Committee.
- 4.8.2 The number of Directors shall not be less than two (2) and shall not be more than twelve (12) (unless otherwise determined by the Company in general meeting).
- 4.8.3 New Board members shall be briefed on the terms of appointment, their duties and obligations and on the operations of the Cypark Group. Copies of the following shall be provided to the newly appointed Board members:-
 - (a) Board Charter;
 - (b) Constitution;

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- (c) Board Committees' composition and TORs;
- (d) Latest Business Plans;
- (e) Latest Annual Reports and Financial Statements;
- (f) Organisation Charts; and
- (g) Any other documents deemed necessary by the Board.

4.8.4 The appointment of Board and senior management are based on objective criteria, merits and with due regard for diversity in skills and experience, but are not driven by any gender, ethnicity or age bias.

4.8.5 The Board should use a variety of approaches and sources to ensure that it is able to identify the most suitable candidates. This may include sourcing from a directors' registry and open advertisements or the use of independent search firms.

4.9 Tenure of Independent Director

4.9.1 The tenure of an Independent Director shall not exceed a cumulative term of nine (9) years. After completing the nine (9) years, the Independent Director shall not be eligible for further extension or redesignation and must step down from the Board.

4.10 Shareholdings by Board Members in the Company

4.10.1 Board members may hold shares in the Company. In any dealings by a Board member, be it buying, selling or transfer to third party, Board members must strictly observe the disclosure requirements and/or provisions under the Act, Main Market Listing Requirements of Bursa Malaysia Securities Berhad and all other relevant legislative and regulatory requirements.

4.10.2 A list of the Directors' Dealings for the applicable financial period shall be tabled by the Secretary at every quarterly Board Meeting of the Company whereupon the Board members are obliged to verify/confirm their prevailing shareholdings and movement of shareholdings.

4.11 Directors' Remuneration

4.11.1 The Board has adopted policies and procedures to determine the remuneration of Directors and senior management. The remuneration system takes into account the performance of each Executive Director and the competitive environment in which the Cypark Group operates. The Executive Directors are not and should not be taking part in deciding their own remuneration.

4.11.2 The remuneration of the Non-Executive Directors will be based on their experience and the level of responsibilities undertaken by them. The proposed remuneration of the Non-Executive Directors shall be a matter of the Board as a whole with the

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Director concerned abstaining from deliberation and voting in respect of his/her individual remuneration.

- 4.11.3 The remuneration and incentives for Independent Directors should not conflict with their obligation to bring objectivity and independent judgment on matters discussed at Board's meetings.

4.12 Provision of Business or Professional Services by Directors

4.12.1 Directors shall not provide business or professional services of an ongoing nature to the Company.

4.12.2 Notwithstanding the provision of paragraph 4.12.1, the Company is at liberty to:

- engage the services of any Director having special expertise in the particular field for the purpose of a special assignment; or
- engage the services of a party related to a Director's organisation,

so long as the terms of engagement are competitive, clearly recorded and all legal requirements for disclosure of the engagement are properly observed.

4.13 Board Appointment in Other Companies

4.13.1 Directors are expected to devote sufficient time and attention to the affairs of the Company. Any Director is, while holding office, at liberty to accept other Board appointment(s) in other companies so long as the appointment is not in conflict with the Company's business and does not affect the discharge of his duty as a Director of the Company.

4.13.2 Prior the acceptance of new Board appointment(s) in other companies, the Directors should notify the Chair of the Board. The said notification should include an indication of time that will be spent on the new appointment.

4.14 The Secretary

4.14.1 The appointment and removal of the Secretary shall be a matter for the Board as a whole.

4.14.2 The Board is supported by a suitably qualified and competent Secretary to provide sound governance advice, ensure adherence to rules and procedures, and advocate adoption of corporate governance best practices.

4.14.3 The roles and roles and responsibilities of the Secretary include, but are not limited to the following:-

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- Manage all Board and committee meeting logistics through the Management, attend and record minutes of all Board and committee meetings and facilitate Board communications;
- Advise the Board on its roles and responsibilities;
- Facilitate the orientation of new Directors and assist in Director training and development through the Management;
- Advise the Board on corporate disclosures and compliance with company and securities regulations and listing requirements;
- Manage processes pertaining to the AGM through the Management;
- Monitor corporate governance developments and assist the Board in applying governance practices to meet the Board's needs and stakeholders' expectations; and
- Serve as a focal point for stakeholders' communication and engagement on corporate governance issues.

4.14.4 All Directors, particularly the Chair, have access to the advice and services of the Secretary for the purposes of the Board's affairs.

Part 5: Board-Management Relationship

5.1 Executive Directors/CEO

- 5.1.1 The Board will link the Company's governance and management functions through the Executive Directors/CEO.
- 5.1.2 All Board authority conferred on Management is delegated through the Executive Directors/CEO so that the authority and accountability of the Management is considered to be the authority and accountability of the Executive Directors/CEO in so far as the Board is concerned.
- 5.1.3 The Executive Directors/CEO are expected to keep the Board informed on all matters which may materially affect the Company and its business.
- 5.1.4 Only decisions of the Board acting as a body are binding on the Executive Directors/CEO. Decisions or instructions of individual Directors, officers or committees are not binding except in instances where specific authorisation is given by the Board.

5.2 Accountability of Executive Directors/CEO to the Board

- 5.2.1 The Executive Directors/CEO are accountable to the Board for the achievement of the Company Goals and the observance of the Management Limitations.
- 5.2.2 At each of its quarterly meetings, the Board should receive from or through the Executive Directors/CEO:-
- the operational and other reports and proposals referred to in paragraph 4.2.5; and
 - such assurances as the Board deems necessary to confirm that the Management Limitations are being observed.

5.3 Management Limitations

- 5.3.1 The Executive Directors/CEO are expected to act within all specific authorities delegated to them by the Board.
- 5.3.2 The Executive Directors/CEO are expected not to cause or permit any practice, activity or decision that is contrary to generally accepted good business practice or professional ethics.
- 5.3.3 The Executive Directors/CEO are expected to take into consideration the Company Goals in allocating the capital and resources of the Company.
- 5.3.4 The Executive Directors/CEO 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.
- 5.3.5 The Executive Directors/CEO are expected not to cause or permit any action that is likely to result in financial distress of the Company.
- 5.3.6 The Executive Directors/CEO are expected to ensure the assets of the Company are 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.
- 5.3.7 The Executive Directors/CEO are expected not to permit the employees and any other parties working for the Company to be subject to treatment or conditions that are undignified, inequitable, unfair or unsafe.
- 5.3.8 The Executive Directors/CEO are expected not to cause or permit payments to be made or rewards given unless they are

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in return for contributions towards the purposes of the Business and are proportional to the extent that the contribution in question has furthered such purposes.

Part 6: Board-Shareholder Relationship

6.1 Communication

- 6.1.1 The Shareholders must be informed of all material business matters affecting the Company.
- 6.1.2 The Board ensures timely release of financial results on a quarterly basis and of other major developments to provide the Shareholders with an overview of the Company's performance and operations.
- 6.1.3 All relevant press releases should be vetted through by the Executive Directors/CEO to ensure that information that has yet to be released to Bursa Malaysia Securities Berhad is not released to the press beforehand.
- 6.1.4 The Board ensures that the views of the majority shareholders are considered in its decision making. In addition, the minorities' interest should also be adequately protected.
- 6.1.5 The Board should ensure the Company leverage on information technology for effective dissemination of information and the Company's websites to provide easy access to corporate information pertaining to the Company and its activities and is continuously updated.

6.2 Conduct of General Meetings

- 6.2.1 Notice of AGM should be given to the shareholders at least twenty-eight (28) days prior to the AGM.
- 6.2.2 All Directors should commit to attend all General Meetings of the Company in order to provide an opportunity for the Shareholders to effectively engage with each Director.
- 6.2.3 The Chair of the Board Committees should provide meaningful responses to questions addressed to them.
- 6.2.4 All voting on resolutions in all general meetings would be conducted via electronic poll voting.

Part 7: Stakeholder Relationship

7.1 Stakeholders

In the course of pursuing Company Goals, the Board recognises that no company can exist by maximising shareholders' value alone. In this regard, the needs and interests of other stakeholders are also taken

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into consideration. The Board must balance and manage the economic impact of the stakeholders' conflicting interests on Shareholders' value.

7.2 Corporate Responsibility

As a socially-responsible corporate citizen, each Director is committed to social and environment sustainability. This fundamental Corporate Responsibility is advocated by the Board and intensively nurtured and practiced by Management with firm commitment to three (3) major stakeholders:-

(a) Employees

The Board acknowledges that the employees are invaluable assets of the Company and play a vital role in achieving Company Goals.

The Board is committed to ensuring that the Management builds a company where employees are happy to work, are confident and are proud to be part of the Company.

(b) Clients

The Board is committed to ensuring that the Management places the highest regards in relation to the safety and quality of deliverables. Management is to continuously improve the Group's products and services in order to achieve the highest client satisfaction.

(c) Environment

The Board is committed to ensuring that the Management preserves and enhances the society's quality of life by improving the Group's activities in order to sustain the environment in all areas of the Group's operations.

Part 8: Application of Board Charter

- 8.1 The principles set out in this Board Charter are:-
- (a) Kept under review and updated as practices on CG and further guidelines on CG or Listing Requirements are issued by the relevant regulatory authority; and
 - (b) Applied in practice having regard to their spirit and general principles rather than to the letter alone.
- 8.2 The Board endeavours to comply at all times with the principles and practices set out in this Board Charter.
- 8.3 The Board will review this Board Charter from time to time and make any necessary amendments to ensure they remain consistent with the Board's objectives, current law and practices.

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History of Board Charter

Version No.	Date	Description
1.0	3 March 2014	Approval of the Board Charter
2.0	18 January 2018	Approval of the updated Board Charter
3.0	24 January 2019	Approval of the updated Board Charter
4.0	19 January 2022	Approval of the updated Board Charter
5.0	25 October 2023	Approval of the updated Board Charter
6.0	16 August 2024	Approval of the updated Board Charter