SUCESSION PLANNING POLICY

1. PURPOSE

The goal of succession planning is to make sure the organization finds and nurtures a pool of talented workers via coaching, training, and job rotation in order to fill critical roles that become empty as a result of resignation, retirement, death, or the emergence of new business prospects.

2. SCOPE & RESPONSIBILITES

This succession planning policy (the "Policy"), which is applicable to A1 A.K.KOH GROUP BERHAD and its subsidiaries (the "Group"), was adopted by the board of directors (the "Board").

3. PROCEDURES

This policy is

- To make sure the Group has a strategy in place to support business operations in the event that the Group Managing Director ("GMD"), senior management, or a significant business leader resigns from their roles.
- To prepare a pool of motivated and appropriately qualified workers for senior management and important position roles.
- To provide career paths for staff members who will make it easier for the Group to find and hire high-performing or talented workers.
- To create trustworthy assessment methods and make sure the Group as a whole uses them consistently and methodically.

4. RESPONSIBILITIES FOR SUCESSION PLANNING

The identified key positions are as follows:

- GMD
- Executive Directors
- All head of department/ division

The Group's Board of Directors, or "Board," is in charge of organizing the GMD and Executive Director roles' succession. When a critical post becomes available, the Board should think about either hiring or internally elevating the next GMD and Executive Director(s), and make sure the replacement possesses the necessary training and expertise to carry out the goals and objectives of the Group.

On the other hand, with support from the Executive Directors, the GMD is in charge of making sure a succession plan for the heads of the Group's departments and divisions is in place.

5. SUCESSION PLANNING PROCESS

5.1. The Board, working with Group Human Resources, GMD, and the Nominating Committee. In order to maintain continuity among the senior management team, the department is in charge of executive officer development and corporate succession plans for the GMD and other executive officers.

5.2. In order to prepare for a successor who can take over the GMD's role, the Board collaborates with the GMD. Identification of internal candidates and development strategies for those candidates are covered by the succession plan. If there are no qualified internal applicants,

the Board will find qualified external candidates to fill the GMD position with the help of the Nominating Committee.

5.3. Every year, the Board examines the GMD's succession plan. Potential GMD candidates are evaluated based on a variety of factors, including knowledge, experience, abilities, and the company's business objectives, which include strategic vision, leadership, and operational execution.

6. REGULAR EVALUATION

The Nominating Committee will evaluate this policy once a year. Additionally, the GMD will periodically assess the succession planning for important positions and senior management.

7. RELATED DOCUMENTS / RECORDS

- NIL