

Fit and Proper Policy




	HONG LEONG ISLAMIC BANK BERHAD	Version 7.0
	Fit and Proper Policy	Effective Date: 26 July 2023

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	Reference in the Relevant Legislation
1. PURPOSE	
To serve as a guiding mechanism and framework for the NC on the process for new appointments and re-appointments of Chairman, Directors and CEO, Board Committees' appointments, removals/ resignation of Directors, removal of CEO, and the annual fit and proper (" F&P ") assessment of Directors and CEO of the Bank.	
2. SCOPE	
This Policy applies to the Bank's new appointments and re-appointments of Chairman, Directors and CEO, Board Committees' appointments, removals/ resignation of Directors, removal of CEO, and the annual F&P assessment thereof.	
3. POLICY STATEMENT	
<p>(i) The Bank is required to ensure that the Chairman, Directors and CEO of the Bank have the integrity and competence required to perform their roles, and remain fit and proper to assume their responsibilities in accordance with the provisions of Sections 64(1) and 69 of the IFSA 2013 and the requirements as contained in the BNM Guidelines.</p> <p>(ii) Pursuant to the BNM Guidelines, the NC is responsible, inter alia:</p> <p>(a) for new appointments of Chairman, Director and CEO – assess and, if deemed fit, recommending for Board approval the candidates for such positions ("Candidate(s)") ("New Appointments");</p> <p>(b) for re-appointments of Chairman, Director and CEO – assess and, if deemed fit, recommending for Board approval the re-appointments for such positions ("Re-Appointments");</p> <p>(c) for appointments to Board Committees – assess and, if deemed fit, recommending for Board approval the appointment of Directors to Board Committees ("Board Committees Appointments");</p> <p>(d) for removal of Director – assess and, if deemed necessary, recommending for Board approval the removal of Director;</p> <p>(e) for removal of CEO – assess and, if deemed necessary, recommending for Board approval the removal of CEO; and</p> <p>(f) for annual F&P assessment of Chairman, Directors and CEO – assessment per the Assessment Criteria and BNM Guidelines for such positions ("Annual F&P Assessment").</p>	<p>BNM F&P Policy Paragraph 1.3 & BNM CG Policy Paragraph 10.2</p> <p>BNM CG Policy Paragraph 10.2, 17.5 & Appendix 1</p> <p>BNM F&P Policy Paragraph 8.1</p>

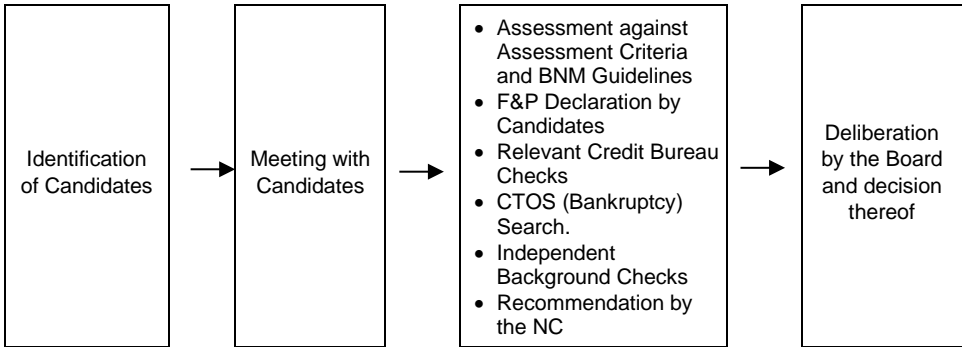
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	Reference in the Relevant Legislation
(iii) This Policy sets out the assessment criteria and guidelines for new appointments and re-appointments of Chairman, Directors and CEO, Board Committees' appointments, removal/ resignation of Director, removal of CEO and the Annual F&P Assessment of Directors and CEO .	

4. LEGAL AND REGULATORY PROVISIONS	
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<p>This Policy must be read in conjunction with other relevant HLISB's Policies and Standard Operating Procedures including laws, regulations and guidelines issued by regulatory bodies as amended from time to time, such as, but not limited to:</p> <ul style="list-style-type: none"> (a) IFSA 2013; (b) Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001; (c) Personal Data Protection Act 2010; (d) HLISB's Anti-Bribery and Corruption Policy; (e) HLISB's Anti-Money Laundering, Counter Financing Terrorism and Targeted Financial Sanctions Policy Statement; (f) Any other policies and procedures issued by HLISB or Hong Leong Group (where relevant to HLISB) from time to time; and (g) Any other applicable laws, guidelines, policy documents, notifications and standards, circulars/directives or applicable regulations issued by the Securities Commission Malaysia, Bursa Malaysia Berhad, BNM, BNM SAC or other regulatory authorities/associations, where applicable. 	
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5. PRINCIPLES	
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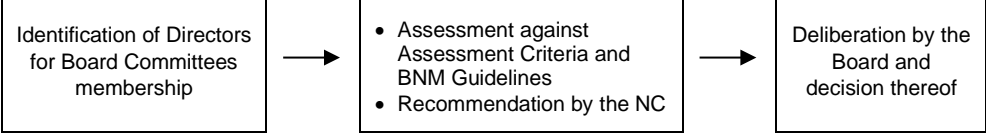
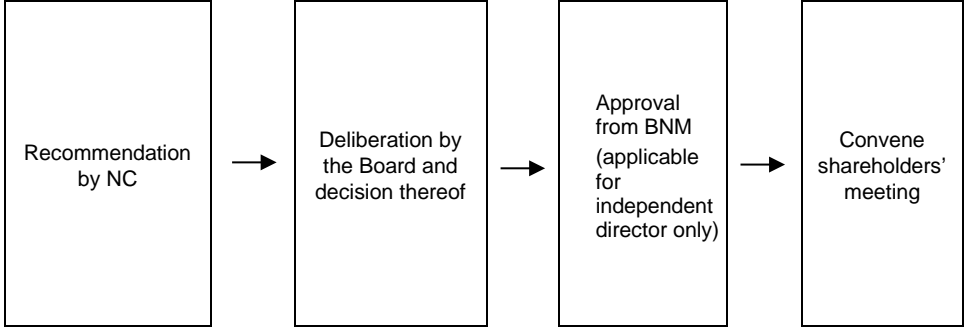
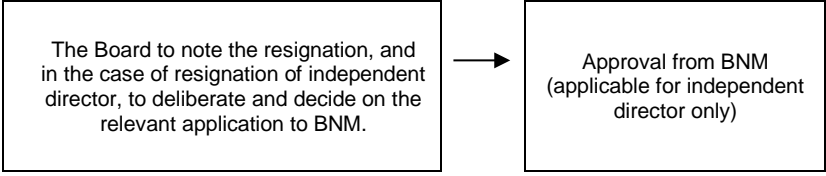
<p>5.1 Assessment Process</p> <p>(A) New Appointments</p> <p>(a) The nomination, assessment and approval process for New Appointments shall be as follows:</p> <div style="text-align: center; margin-top: 20px;">  <pre> graph LR A[Identification of Candidates] --> B[Meeting with Candidates] B --> C["• Assessment against Assessment Criteria and BNM Guidelines • F&P Declaration by Candidates • Relevant Credit Bureau Checks • CTOS (Bankruptcy) Search. • Independent Background Checks • Recommendation by the NC"] C --> D[Deliberation by the Board and decision thereof] </pre> </div>	
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<p>(b) Assessment Criteria and Guidelines</p> <p>The Candidates will be assessed based on the following Assessment Criteria and BNM Guidelines:</p> <p>(i) how the Candidate will be a strategic and effective fit for the Board and contribute to the overall desired composition and required mix of expertise/experience to enhance the Board's overall effectiveness.</p> <p>The NC shall, inter alia, consider the attributes, qualifications, management, leadership and business experience, which ought to be at the most senior levels.</p> <p>In respect of skills, expertise and background, the Candidate should ideally complement the mix of core competencies of the Board as a whole including but not limited to business, legal and financial expertise, professional knowledge, information technology and financial industry experience.</p> <p>(ii) in the case of CEO, the Candidate's knowledge and experience in the industry, market and segment and how this will bear on the performance of his/her duties;</p> <p>(iii) the Candidate shall complete the F&P Declaration in respect of his probity, competence, personal integrity, reputation, qualifications, skills, experience and financial integrity in line with the standards required under the relevant BNM Guidelines. The Bank shall conduct independent background checks on the areas as set out in Appendix 1 ("Independent Background Checks"), to verify the information disclosed in the F&P Declaration;</p> <p>(iv) the Candidate is required to ensure that the financial obligation information reported in the BNM application form is accurate with cross reference made to his/her individual CCRIS report accordingly;</p> <p>(v) the Candidate will be briefed on expectations on his role including his time commitment, the F&P assessments to be conducted and general and specific contributions expected; and</p> <p>(vi) whether the Candidate is required to attend appropriate training to strengthen any specific area of market knowledge/experience so as to close the gaps identified to be lacking.</p>	


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<p>(B) Re-Appointments</p> <p>(a) The assessment and approval process for Re-Appointments shall be as follows:</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> <div style="border: 1px solid black; padding: 5px; width: 300px;"> <ul style="list-style-type: none"> Assessment against Assessment Criteria and BNM Guidelines F&P Declaration Relevant Credit Bureau Checks CTOS (Bankruptcy Search) Independent Background Checks Recommendation by the NC </div> <div style="margin: 0 10px;">→</div> <div style="border: 1px solid black; padding: 5px; width: 150px; text-align: center;"> Deliberation by the Board and decision thereof </div> </div> <p>(b) Assessment Criteria and Guidelines</p> <p>(i) For Re-Appointments, the Chairman, Director and CEO will be evaluated on their performance in the discharge of duties and responsibilities effectively, including, inter alia, contribution to Board deliberations and commitment, and for independent directors, their independence.</p> <p>(ii) In addition, the NC shall, inter alia, consider the attributes, qualifications, management, leadership and business experience, which ought to be at the most senior level.</p> <p>(iii) In respect of skills, expertise and background, he should ideally complement the mix of core competencies of the Board as a whole including but not limited to business, legal and financial expertise, professional knowledge, information technology and financial industry experience.</p> <p>(iv) The NC shall also consider the Board Annual Assessment results of the Chairman and Director, the contribution during the term of office and the attendance at Board meetings, which pursuant to the BNM Guidelines, must be at least 75% of the Board meetings held in the financial year.</p> <p>(v) Chairman, Director and CEO shall complete the F&P Declaration in respect of their probity, competence, personal integrity, reputation, qualifications, skills, experience and financial integrity in line with the standards required under the relevant BNM Guidelines for submission to BNM for Re-Appointment. The Bank shall conduct Independent Background Checks to verify the information disclosed in the F&P Declaration.</p> <p>(vi) Chairman, Director and CEO are required to ensure the financial obligation information reported in the BNM application form is accurate with cross reference made to their individual CCRIS report accordingly.</p>	
<p>(C) Board Committees Appointments</p> <p>(a) The nomination, assessment and approval process for Board Committees Appointments shall be as follows:</p>	


	Reference in the Relevant Legislation
 <pre> graph LR A[Identification of Directors for Board Committees membership] --> B[Assessment against Assessment Criteria and BNM Guidelines • Recommendation by the NC] B --> C[Deliberation by the Board and decision thereof] </pre>	
<p>(b) Assessment Criteria and Guidelines</p> <p>The assessment for Board Committees Appointments will be based on the Directors' potential contributions and value-add to the Board Committees with regard to Board Committees' roles and responsibilities.</p>	
<p>(D) Removal/ resignation of Director/ Chairman</p> <p>(a) The assessment and approval process for removal of Director shall be as follows:</p>  <pre> graph LR A[Recommendation by NC] --> B[Deliberation by the Board and decision thereof] B --> C[Approval from BNM (applicable for independent director only)] C --> D[Convene shareholders' meeting] </pre> <p>The written approval of BNM must be obtained before a Bank removes an independent director. The independent director concerned is required to take leave of absence until BNM's decision is made.</p> <p>Subject to the paragraph above, the Bank may by ordinary resolution at a shareholders' meeting remove the Director before the expiration of the Director's tenure of office.</p> <p>(b) The assessment and approval process for resignation of Director shall be as follows:</p>  <pre> graph LR A[The Board to note the resignation, and in the case of resignation of independent director, to deliberate and decide on the relevant application to BNM.] --> B[Approval from BNM (applicable for independent director only)] </pre> <p>The written approval of BNM must be obtained before an independent director resigns from his position.</p>	<p>BNM CG Policy Paragraph 10.13(a)</p> <p>Section 206 CA 2016</p> <p>BNM CG Policy Paragraph 10.13(b)</p>

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<p>(c) Where a Director/ Chairman of the Bank:</p> <p style="margin-left: 40px;">i) becomes disqualified under subsection 68(1) of IFSA 2013; or</p> <p style="margin-left: 40px;">ii) no longer complies with any of the F&P requirements as may be specified by BNM under Section 69 of IFSA 2013.</p> <p style="margin-left: 40px;">he shall immediately cease to hold office and act in such capacity.</p> <p>(d) The Bank shall immediately:</p> <p style="margin-left: 40px;">i) In the case of paragraph (c) i), terminate the appointment of Director/ Chairman; or</p> <p style="margin-left: 40px;">ii) In the case of paragraph (c) ii), remove the Director/ Chairman from office.</p> <p>(e) The Bank shall notify BNM in writing of the fact that a person has ceased to be its Chairman/ Director pursuant to IFSA 2013 or under any other circumstances and of the reasons for the cessation within 7 days from the date of such cessation.</p> <p>(E) Removal of CEO</p> <p>(a) The assessment and approval process for removal of CEO shall be as follows:</p> <div style="margin-left: 40px; border: 1px solid black; padding: 10px; width: fit-content;"> <ul style="list-style-type: none"> • Assessment against the provisions of sections 68(1) and 69 of IFSA 2013 • Recommendation by the NC → <div style="border: 1px solid black; padding: 10px; width: fit-content; margin-left: 20px;"> <p style="text-align: center;">Deliberation by the Board and decision thereof</p> </div> </div> <p>(b) Where a CEO of the Bank:</p> <p style="margin-left: 40px;">i) becomes disqualified under subsection 68(1) of IFSA 2013; or</p> <p style="margin-left: 40px;">ii) no longer complies with any of the F&P requirements as may be specified by BNM under Section 69 of IFSA 2013.</p> <p style="margin-left: 40px;">he shall immediately cease to hold office and act in such capacity.</p> <p>(c) The Bank shall immediately:</p> <p style="margin-left: 40px;">i) In the case of paragraph (b) i), terminate the appointment of the CEO; or</p> <p style="margin-left: 40px;">ii) In the case of paragraph (b) ii), remove the CEO from office.</p> <p>(d) The Bank shall notify BNM in writing of the fact that a person has ceased to be its CEO pursuant to IFSA 2013 or under any other circumstances and of the reasons for the cessation within 7 days from the date of such cessation.</p>	<p>Section 70(1) IFSA 2013</p> <p>Section 70(2) IFSA 2013</p> <p>Section 71 IFSA 2013</p> <p>Section 70(1) IFSA 2013</p> <p>Section 70(2) IFSA 2013</p> <p>Section 71 IFSA 2013</p>

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	Reference in the Relevant Legislation
<p>(F) Annual F&P Assessment</p> <p>(a) The Annual F&P Assessment process shall be as follows:</p> <div style="display: flex; justify-content: space-around; align-items: center; margin: 10px 0;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <ul style="list-style-type: none"> • Directors to complete: <ul style="list-style-type: none"> - the Board Annual Assessment Form - the F&P Declaration • CEO to complete the F&P Declaration • Independent Background Checks </div> <div style="font-size: 24px; margin: 0 10px;">→</div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <ul style="list-style-type: none"> • Assessment against Assessment Criteria and BNM Guidelines • Recommendation by the NC </div> <div style="font-size: 24px; margin: 0 10px;">→</div> <div style="border: 1px solid black; padding: 5px; width: 30%; text-align: center;"> <p>Deliberation by the Board and decision thereof</p> </div> </div> <p>The NC will carry out the Annual F&P Assessment in conjunction with the Board Annual Assessment of the effectiveness of the Board as a whole, the contribution by each Director to the effectiveness of the Board, the contribution of the Board's various committees and the performance of the CEO ("Board Annual Assessment").</p> <p>For newly appointed Chairman, Director and CEO, the Annual F&P Assessment and Board Annual Assessment will be conducted at the next annual assessment exercise following the completion of one (1) year of service.</p> <p>Chairman, Director and CEO shall complete the F&P Declaration in respect of their probity, competence, personal integrity, reputation, qualifications, skills, experience and financial integrity in line with the standards required under the relevant BNM Guidelines annually. The Bank shall conduct Independent Background Checks to verify the information disclosed in the F&P Declaration.</p> <p>(b) Assessment Criteria and Guidelines</p> <p>Assessment Criteria and Guidelines will be as set out in the F&P Declaration and Board Annual Assessment Form.</p> <p>5.2 BNM Submission</p> <p>(1) Upon the approval of the Board, an application on the prescribed forms shall be submitted to BNM for approval in respect of the New Appointments or the Re-Appointments, as the case may be.</p> <p>In addition, an application for appointment/re-appointment of Director must include an elaboration of the Board's assessment of the candidate, including –</p> <p>(a) A description of how the candidate is expected to address any gaps in the specific skills, knowledge or experience of the existing Board members, if any;</p> <p>(b) In the case of a candidate who lacks specific skills, knowledge or experience, a description of the gaps and steps that will be taken to support the candidate in addressing the gaps; and</p> <p>(c) In the case of re-appointment, objective assessments of the candidate's past performance on the Board.</p>	<p>BNM CG Policy Appendix 3</p>

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	Reference in the Relevant Legislation
<p>An application for a CEO must include an elaboration of the Board's assessment of the candidate and the contribution expected from him having regard to the strategies, objectives and business plans of the Bank.</p>	
<p>(2) The Bank must submit an application to BNM at least 3 months before the individual is expected to assume the proposed responsibilities as Chairman, Director and/or CEO of the Bank. In the case of re-appointment, applications must be submitted 3 months prior to the expiry of the individual's existing term.</p>	BNM CG Policy Appendix 3
<p>(3) The Bank must not make an application to BNM to appoint or re-appoint a Director unless the Board is wholly satisfied that the candidate meets the criteria of Directors as set out in Section 5.4 of this Policy, understands the expectations of the role and is able to meaningfully contributed to the Board.</p>	BNM CG Policy Paragraph 10.10
<p>(4) The Bank must not make an application to BNM to appoint or re-appoint a CEO unless the Board is wholly satisfied that the candidate meets the criteria of CEO as set out in Section 5.8 of this Policy.</p>	BNM CG Policy Paragraph 17.7
<p>(5) Unless the written approval of BNM has been obtained –</p> <p>(a) the Bank must not publicly announce the proposed appointment of a Chairman, Director and/or CEO; and</p> <p>(b) a Chairman, Director and/or CEO whose tenure has expired and is being proposed for re-appointment must immediately cease to hold office and act in such capacity, including by participating in Board meetings or holding himself out as a Chairman, Director and/or CEO.</p>	BNM CG Policy Paragraph 10.11
<p>5.3 Statutory Requirements</p> <p>In the assessment of New Appointments or Re-Appointments, as the case may be, the NC shall inter alia be guided by the provisions of the IFSA 2013, BNM CG Policy, BNM F&P Policy, and the CA 2016, where applicable, and any amendments made thereto from time to time as well as applicable new legislations and guidelines introduced from time to time (collectively referred to as the "Statutory Requirements").</p>	
<p>5.4 Criteria of Directors</p>	
<p>(1) A person is disqualified from being appointed or elected, re-appointed or re-elected, accepting any appointment or election, or holding office, as a Chairman and Director of the Bank if –</p> <p>(a) he is an undischarged bankrupt, has suspended payments or has compounded with his creditors whether in or outside Malaysia;</p> <p>(b) a charge for a criminal offence relating to dishonesty or fraud under any written law or the law of any country, territory or place outside Malaysia, has been proven against him;</p>	Section 68 IFSA 2013

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	Reference in the Relevant Legislation
<p>(c) he is prohibited from being a Director of a company or in any way, whether directly or indirectly, be concerned or take part in the management of a company in Malaysia pursuant to a Court order made under Section 199 of the CA 2016 and has not obtained any leave of the Court under the same section; or</p> <p>(d) under any law relating to prevention of crime, drug trafficking or immigration –</p> <p style="padding-left: 20px;">(i) an order of detention, supervision, or deportation has been made against that person; or</p> <p style="padding-left: 20px;">(ii) any form of restriction or supervision by bond or otherwise, has been imposed on him.</p> <p>(2) A person shall not hold office as a Director of a Bank if the person –</p> <p style="padding-left: 20px;">(a) is an undischarged bankrupt;</p> <p style="padding-left: 20px;">(b) has been convicted of an offence relating to the promotion, formation or management of a corporation;</p> <p style="padding-left: 20px;">(c) has been convicted of an offence involving bribery, fraud or dishonesty;</p> <p style="padding-left: 20px;">(d) has been convicted of an offence under Section 213, 217, 218, 228 and 539 of CA 2016; or</p> <p style="padding-left: 20px;">(e) has been disqualified by the Court under Section 199 of CA 2016.</p> <p>(3) A Director of the Bank must not have competing time commitments that impair his ability to discharge his duties effectively.</p> <p>(4) A Director of the Bank must not be an active politician.</p> <p>(5) Where a firm has been appointed as the external auditor of the Bank, any of its officers directly involved in the engagement and any partner of the firm must not serve or be appointed as a Director of the Bank until at least 2 years after –</p> <p style="padding-left: 20px;">(a) he ceases to be an officer or partners of that firm; or</p> <p style="padding-left: 20px;">(b) the firm last served as an auditor of the Bank.</p> <p>5.5 Criteria of Independent Directors</p> <p>The Board must determine whether an individual to be appointed as an independent director is independent in character and judgement, and free from associations or circumstances that may impair the exercise of his independent judgement. An individual must not be considered to be an independent director if he or any person linked to him:</p> <p style="padding-left: 20px;">(a) has been an executive in the last 2 years;</p> <p style="padding-left: 20px;">(b) is a substantial shareholder of the Bank or any of its affiliates; or</p>	<p>Section 198 CA 2016</p> <p>BNM CG Policy Paragraph 10.3</p> <p>BNM CG Policy Paragraph 10.4</p> <p>BNM CG Policy Paragraph 10.5</p> <p>BNM CG Policy Paragraph 11.7</p>


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	Reference in the Relevant Legislation
<p>(c) has had a significant business or other contractual relationship with the Bank or any of its affiliates within the last 2 years.</p> <p>“Significant business or other contractual relationship” refers to any transactions or contractual relationships with the Bank or any of its affiliates where the consideration in aggregate exceeds 5% of the gross revenue on a consolidated basis (where applicable) of the said director or the Entity or RM1 million, whichever is the higher. “Entity” refers to a firm or corporation where the said independent director is a partner, director (except as an independent director) or major shareholder.</p>	
<p>5.6 Criteria of the Chairman of the Board</p> <p>(1) The Chairman of the Board must not be an Executive Director, and must not have served as a CEO of the Bank in the past 5 years.</p> <p>(2) The Chairman of the Board must not be a chairman of the Board Committees.</p>	<p>BNM CG Policy Paragraph 11.3</p> <p>BNM CG Policy Paragraph 12.4</p>
<p>5.7 Tenure of Independent Directors</p> <p>The tenure of an independent director shall not exceed a cumulative term of 9 years from the date of his or her first appointment in the Bank. Upon completion of the 9 years, an independent director shall retire on the expiry date of his or her term of office approved by BNM.</p>	<p>BNM CG Policy Paragraph 11.9</p>
<p>5.8 Criteria of CEO</p> <p>(1) A person is disqualified from being appointed or elected, re-appointed or re-elected, accepting any appointment or election, or holding office, as a CEO of the Bank if –</p> <p>(a) he is an undischarged bankrupt, has suspended payments or has compounded with his creditors whether in or outside Malaysia;</p> <p>(b) a charge for a criminal offence relating to dishonesty or fraud under any written law or the law of any country, territory or place outside Malaysia, has been proven against him;</p> <p>(c) he is prohibited from being a CEO of a company or in any way, whether directly or indirectly, be concerned or take part in the management of a company in Malaysia pursuant to a Court order made under Section 199 of the CA 2016 and has not obtained any leave of the Court under the same section; or</p> <p>(d) under any law relating to prevention of crime, drug trafficking or immigration –</p> <p>(i) an order of detention, supervision, or deportation has been made against that person; or</p>	<p>Section 68 IFSA 2013</p>


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<p>(ii) any form of restriction or supervision by bond or otherwise, has been imposed on him.</p> <p>(2) A substantial shareholder of the Bank must not hold a CEO position of the Bank.</p> <p>(3) A CEO must devote the whole of his professional time to the service of the Bank unless BNM approve otherwise in writing.</p>	<p>BNM CG Policy Paragraph 17.3</p> <p>BNM CG Policy Paragraph 17.4</p>
6. SCHEDULE	
This Policy must be read in conjunction with its subordinate schedules as provided in the table below.	

7	POLICY INFORMATION	
	Subordinate Schedules	N/A
	Policy Owner/ Administrator	Group Company Secretary
	Accountable Officer	Group Company Secretary
	Responsible Party(s)	NC
	Summary of Changes	<ol style="list-style-type: none"> 1. 2015: To revise the tenure of independent directors from 12 years to 9 years. 2. 2016: To incorporate the provision to conduct relevant credit bureau checks on candidate to be appointed as new Director or CEO. 3. 2018: To revise the tenure of Independent Directors and criteria for Independent Directors. 4. 2018: To incorporate the provision to conduct relevant credit bureau checks on candidate to be appointed as Director or CEO. 5. 2020: To include Independent Background Checks as part of the due diligence process for appointment, re-appointment, and annual assessment of Chairman, Directors and CEO 6. 2023: To incorporate the provision on removal/resignation of Director/ Chairman, removal of CEO, criteria of Chairman, Director and CEO.
	Approved Date	First Approved on: 25 April 2011 (effective date: 1 July 2011) Amendments in 2015 approved on: 27 July 2015 Amendment in 2016 approved on: 25 July 2016 Amendment in 2018 approved on: 29 January 2018 Amendment in 2018 approved on: 26 July 2018 Amendment in 2020 approved on: 27 July 2020 [Amendment in 2023 approved on: 26 July 2023]

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7	POLICY INFORMATION	
	Effective Date	[26 July 2023]
	Next Review Date	[July 2024]
	Relevant Legislation	(a) IFSA 2013 (b) CA 2016 (c) BNM CG Policy (d) BNM F&P Policy
	Related forms, publications and websites	(a) Board Annual Assessment Form (b) F&P Declaration (c) Declaration Form of Independent Director
	Definitions that relate to this Policy only	<p>“Bank” or “HLISB” refers to Hong Leong Islamic Bank Berhad</p> <p>“BNM” means Bank Negara Malaysia.</p> <p>“BNM CG Policy” refers to BNM policy document on Corporate Governance.</p> <p>“BNM F&P Policy” refers to BNM policy document on Fit and Proper Criteria.</p> <p>“BNM Guidelines” refers to the BNM F&P Policy and BNM CG Policy collectively.</p> <p>“BNM SAC” refers to BNM Shariah Advisory Council.</p> <p>“Board” means the Board of Directors of the Bank.</p> <p>“CA 2016” means the Companies Act, 2016.</p> <p>“CEO” means the Chief Executive Officer.</p> <p>“IFSA 2013” means Islamic Financial Services Act, 2013.</p> <p>“NC” means the Nomination Committee of the Bank.</p>
	Version No	Version [7.0]
	Reviewed and Concurred By	CEO, HLISB
	Endorsed By	HLISB NC
	Approved By	HLISB Board

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Appendix 1

Independent Background Checks

The independent background checks to be conducted by the Bank to verify the information disclosed in the F&P Declaration, shall cover, amongst others, the following areas:

- (i) Civil Litigation
 - Search includes all serious and minor litigation that is publicly available.
- (ii) Criminality/ Local Integrity check
 - Search covers criminal records that are publicly available, offences from police open sourced databases, courts and enforcement agencies.
- (iii) Cyber Vetting/ Adverse Media Search
 - Search includes all public media, online and publication search for adverse findings on the subject.
- (iv) Global Integrity Check
 - Search if the subject is linked to any International Sanctions, Anti Money Laundering, Counter Terrorist Financing, Interpol, Politically-Exposed Persons globally.
- (v) Malaysian Regulatory Searches
 - Search if the subject has been blacklisted as a cautioned individual by Malaysian Regulatory Bodies such as Bank Negara Malaysia, Securities Commission Malaysia and Malaysian Anti-Corruption Commission.