

INDUCTION & CONTINUOUS TRAINING

Induction and Continuous Training

Directors' orientation

The Group Board shall ensure a formal induction program is developed and implemented to ensure that new directors are adequately acquainted with the boards' purpose, responsibilities, practices, and operations;

Directors' continuing education

Periodic training will be provided to directors on continuous basis to enable the directors' gain a broader understanding and knowledge of the Group and the regulatory and competitive environment in which the Group operates

Principles

1. The training and development of a Director will commence with his / her appointment and continue so long as he/ she holds his office as Director of any company in the Group;
2. New Directors shall complete the Directors' Induction Program within 1 (one) month from the date of appointment;
3. Directors:
 - 3.1. All Directors should develop their skills and knowledge through professional training on an ongoing basis in order to contribute positively to the Group;
 - 3.2. Directors are also encouraged to keep themselves abreast of the local and international affairs, matters and changes in regulations affecting the Group;
 - 3.3. Training will be provided to all Directors in areas highlighted from the annual Board performance assessment or evaluation exercise or for gaps identified by the Nominations and Governance Committee ("NGC") and the Chairmen of the boards;
 - 3.4. The training/ development must be relevant to the Director's role and approved by the NGC in accordance with the yearly Board skillset assessment;
 - 3.5. The Training may be done individually or by way of corporate programs whereby experts are engaged to undertake or arrange training(s) for the Directors.

Training and development responsibilities

1. The boards of Julius Berger are responsible for the effective provision of opportunities for Directors' training on a sustainable basis.
2. The oversight responsibility for training of governance bodies officers is domiciled with the NGC. NGC shall:

- 2.1. Identify the training need(s) or gap(s) from the evaluations of the boards and governance, or suggestions by a Director or as directed by the Chairmen of the boards.
- 2.2. Be responsible for determination of the procedure(s) for the identification and selection of course(s), partner(s), program(s) and method(s).
- 2.3. Consequent thereon, identify, on or before December 30, in every financial year, the potential training programs or methods and make recommendations for Director's selection.
- 2.4. Review all trainings registered and attended by the Board members.