



BOARD CHARTER

1. Purpose of the Charter

- 1.1 The Board Charter sets out the role, composition and responsibilities of the Board of Directors of Focus Lumber Berhad (“FLBHD” or “the Company”) within the governance structure of FLBHD and its wholly-owned subsidiaries (“the Group”).
- 1.2 The conduct of the Board is also governed by the Company’s Constitution.

2. Membership, Terms and Commitment

- 2.1 Pursuant to the Constitution, the number of Directors of the Company shall not be less than two (2) Directors and not more than nine (9) Directors.
- 2.2 In accordance with the Main Market Listing Requirements (“MMLR”) of Bursa Malaysia Securities Berhad (“Bursa Securities”), the Company must ensure that at least two Directors or 1/3 of the Board, whichever is higher, are Independent Directors and one Director is a woman.
- 2.3 Should a vacancy in the Board occur resulting in non-compliance with the MMLR of Bursa Securities, the Board shall fill the vacancy as soon as it is practicable and, in any event, within three months from the date of the vacancy.
- 2.4 Pursuant to the Constitution of the Company, one-third of the Directors for the time being, or, if their number is not three (3) or a multiple of three (3), then the number nearest to one-third, shall retire from office at the conclusion of the Annual General Meeting in every year provided always that all Directors shall retire from office once at least in each three (3) years, but shall be eligible for re-election. The Directors to retire in every year shall be the Directors who have been longest in office since the Directors’ last election, but as between persons who became Directors on the same day, the Directors to retire shall be determined by lot unless they otherwise agree among themselves. The names of Directors submitted for election should be accompanied by sufficient biographical details and any other relevant information to enable the shareholders to take an informed decision on their election. The Chairman should confirm to the shareholders when proposing election that, following formal performance evaluation, the individual’s performance continue to be effective and to demonstrate commitment to the role.
- 2.5 The position of Chairman and Managing Director are to be held by different individuals.
- 2.6 Chairman of the Board should not a member of the Audit Committee, Nomination Committee and Remuneration Committee.
- 2.7 All Directors, whether independent or not, should have a proper understanding of, and competence to deal with, the current and emerging issues of the business and bring an independent judgment to bear on Board decisions.
- 2.8 The Board should encourage enhanced performance of the Company and effectively review and challenge the performance of management.
- 2.9 The threshold for materiality of relationships between a Non-Executive Director and the Company (other than as a Director) will be judged according to the significance of the relationship to the director in the context of their activities as a whole.



- 2.10 Membership of the Board shall be disclosed in the Company's Annual Report, including whether the Director is independent or not independent.
- 2.11 The Board should meet regularly to discharge its duties effectively. The Board generally has at least five (5) regular scheduled meetings in each financial year.
- 2.12 All new members of the Board are to be provided with a formal letter of appointment setting out the key terms and conditions of their appointment.
- 2.13 All Board members must inform the Board before accepting any other directorship(s). This notification shall include an indication of time that the Director will spend on the new directorship(s). The Chairman of the Board will evaluate and approve whether the Director can accept the new appointment.
- 2.14 The Board appoints its member through a formal selection process. This process has been reviewed, approved and adopted by the Board as a whole. The Nomination Committee will evaluate and consider any new appointment of Directors before recommending to the Board for approval. The Company Secretary will ensure that all appointments are properly made and that legal and regulatory obligations are met.
- 2.15 The Board recognises the value of appointing individual Directors who brings diverse opinions, skills, experience and backgrounds to its discussions and decision-making processes. As such, it is the Board's policy during the selection of new Directors to take into account the diversity of the candidate's gender, age and racial background, skills and experience as described in the preceding section as well as the fit and proper criteria as stipulated in the Directors' Fit and Proper Policy. In identifying candidates for appointment of Directors, the Board does not solely rely on recommendations from existing Board members, Management or major shareholders. The Board utilises independent sources to identify suitably qualified candidates.
- 2.16 The Independent Non-Executive Directors shall have the necessary caliber to provide independent judgment on the issues of strategy, performance, allocation of resources and standards of conducts.
- 2.17 The Board undertakes a formal and objective annual evaluation to determine the effectiveness of the Board, its Committees and each individual Directors. The Board also to disclose how the assessment was carried out and its outcome.
- 2.18 The Board will entail the periodic engagement of independent experts to facilitate objective and candid Board evaluations, as and when necessary.
- 2.19 The annual assessment on individual Directors includes an evaluation of their:-
- (1) Will and ability to critically challenge and ask the right questions;
 - (2) Character and integrity in dealing with potential conflict of interest situations;
 - (3) Commitment to serve the Company, due diligence and integrity; and
 - (4) Confidence to stand up for a point of view.

3. Matters reserved for the Board

- 3.1 Responsibility for implementing the strategic direction and management of the Company's Day to day operations, making executive and investment decisions is delegated to the Managing Director, who is accountable to the Board.



- 3.2 The Board has the overall responsibility for the strategic direction; formulation of objectives and strategies; establishment of policies and procedures; and execution and monitoring of the business activities of the Group; risk management; succession planning; development and implementing investors relations and reviewing internal controls on behalf of the shareholders by whom they are elected and to whom they are accountable. In carrying out its responsibilities, the Board undertakes to serve the interests of shareholders, employees, and the broader community honestly, fairly, diligently and in accordance with applicable laws.
- 3.3 The following are matters which are specifically reserved for the Board and they constitute the key responsibilities of the Board, namely to:
- (a) Develop, review and monitor the Company's long-term business strategies and provide strategic direction to management;
 - (b) Approve and monitor budgets, major capital commitments, capital management, acquisitions and divestitures;
 - (c) Review, challenge and decide on management's proposals for the Company, and monitor its implementation by management;
 - (d) Identify and review risks that may be faced by the Company and ensure that it has systems in place for risk management and internal control including approving the Company's risk appetite and its procedures for the detection of fraud and the prevention of bribery;
 - (e) Review and approve the Company's financial statements and other reporting and ensure the integrity of the Company's financial and non-financial reporting;
 - (f) Appoint, remove and review the performance of the Managing Director, board and senior management and ensure that succession planning is planned; .
 - (g) Ratify the appointment or removal of the Financial Controller and the Company Secretary;
 - (h) Appoint directors;
 - (i) Establish and maintain corporate governance standards within the Company which reinforces ethical, prudent and professional behaviour;
 - (j) Monitor the Company's compliance with legal, regulatory requirements (including continuous disclosure) and ethical standards;
 - (k) Lead by example to establish a culture within the Company which strives and rewards best practice in all areas of the business, particularly with regard to environmental issues;
 - (l) Monitor whether the Board is appropriately skilled to meet the changing needs of the Company;
 - (m) Ensure that there is an appropriate balance of power and authority on the Board, such that no individual or block of individuals can dominate the Board's decision making;
 - (n) Be responsible (subject to shareholders' voting rights in general meeting) for selection of Directors and ensure that the candidate's experience and competence can assist the Company in meeting its corporate objectives and



- plans;
- (o) Arrange appropriate insurance cover in respect of legal action against its Directors;
 - (p) Oversee the Company's operations, including its control and accountability systems;
 - (q) Provide input into and final approval of management's development of corporate strategy and performance objectives;
 - (r) Review, ratify and monitor the Company's Corporate Code of Conduct;
 - (s) Ensure that appropriate resources are available to senior executives;
 - (t) Encourage the Company to leverage on information technology for effective dissemination of information;
 - (u) Take reasonable steps to encourage shareholders' participation at general meetings;
 - (v) Ensuring that the Anti-Bribery and Anti-Corruption Policy are aligned with the Company's strategy;
 - (w) Provide oversight to the anti-bribery programme;
 - (x) Ensure resources are properly and sufficiently assigned for the effective implementation of anti-bribery programme;
 - (y) Review and approve the Company's Anti-Bribery and Anti-Corruption Policy;
 - (z) Setting the Company's sustainability strategies, priorities and targets; and
 - (aa) Any related party transactions of the Group.

The Board may delegate any of its responsibilities to committees of the Board.

4. Chairman

4.1 The Chairman is responsible for:

- (a) Providing leadership for the Board so that the Board can perform its responsibilities effectively;
- (b) The efficient organisation and conduct of the Board's functioning, including establishing the agenda for Board meetings, chairing the board meetings and ensuring that the board members and senior management behave in accordance with the Code of Conduct;
- (c) Ensuring that the Directors receive accurate, timely and clear information in a form and of a quality appropriate to enable them to discharge their duties effectively. All Directors are entitled to request for additional information where they consider such information necessary to make informed decisions;
- (d) Encouraging active participation and allowing dissenting views to be freely expressed;



- (e) Managing the interface between Board and management;
 - (f) Ensuring that the views of shareholders are communicated to the Board as a whole, and that governance and strategy issues are discussed with major shareholders;
 - (g) Ensuring that the Directors continuously enhance their skills, knowledge and familiarity with the Company required to fulfill their roles as the Board Committees;
 - (h) Ensuring that new Directors receive full, formal and tailored induction upon joining the Board. The appointment letters should set out the new Directors' expected time commitment;
 - (i) Leading the Board in establishing and monitoring good corporate governance practices in the Company;
 - (j) Facilitating the effective contribution of all Directors at Board meetings; and
 - (k) Promoting constructive and respectful relationships between Directors, and between the Board and management.
- 4.2 The Chairman shall disclose to the Board any significant commitments outside the Group and this information and its impact shall be included in the Annual Report.

5. Managing Director

The Managing Director is responsible for:

- (a) Day-to-day management of the business and affairs of the Group;
- (b) The development (in conjunction with the Board) and implementation of short, medium and long-term corporate strategies for the Group, preparing business continuity plans and reports with senior management and reporting/presenting to the Board on current and future initiatives;
- (c) Ensuring the Executives be responsible for all functions contributing to the success and smooth operational flow of the Group;
- (d) Ensuring that the Group has appropriate framework for risk management, internal controls and anti-corruptions;
- (e) The efficient and effective operation of the Group;
- (f) The assessment of business opportunities which are beneficial to the Group;
- (g) Bringing material and other relevant matters to the attention of the Board in accurate and timely manner;
- (h) Overseeing effective shareholders' communication;
- (i) Promoting the culture of corporate integrity within the Company for effective implementation of the anti-bribery programme;
- (j) Accountable to the Board and ensure the responsibilities are assigned across the Company in the implementation of the anti-bribery programme;



- (k) Demonstrating visible and active commitment to implementation of the anti-bribery programme;
- (l) Ensuring the anti-bribery programme complied with the anti-bribery requirements and applicable laws and regulation of Malaysia;
- (m) Communicating the Anti-Bribery and Anti-Corruption Policy internally and externally;
- (n) Formalising the reporting procedures and encouraging the use of reporting mechanism for suspected and actual bribery;
- (o) Promoting non-retaliation policy for reports made in good faith or on the basis of reasonable belief of violations or suspected violations of the Company's Anti-Bribery and Anti-Corruption Policy; and
- (p) Ensuring the appropriateness of the design of anti-bribery programme to achieve its objectives.

6. Separation of functions between the Chairman and the Managing Director

- 6.1 The roles of the Chairman (Section 4) and Managing Director (Section 5) are strictly separated and clearly defined to ensure a balance of power and authority at the Board's level and to promote accountability as well as to facilitate division of responsibilities between the Chairman and Managing Director.
- 6.2 The balance of responsibilities between the Chairman and the Managing Director will be regularly reviewed to ensure the division of functions remains appropriate to the needs of the Company.

7. Independent Directors

- 7.1 A Director will be considered independent if he or she is independent of management and free from any business or other relationship which could interfere with the exercise of independent judgement or the ability to act in the best interests of the Company. Without limiting the generality of the foregoing, an independent Director is one who –
 - (1) is not an executive Director of the Company or any related corporation of the Company;
 - (2) has not been within the last three years and is not an officer (except as a non-executive Director) of the Company. For this purpose, "officer" has the meaning given in Section 2 of the Companies Act 2016;
 - (3) is not a major shareholder of the Company;
 - (4) is not a family member of any executive Director, officer or major shareholder of the Company;
 - (5) is not acting as a nominee or representative of any executive Director or major shareholder of the Company;
 - (6) has not been engaged as an adviser by the Company under such circumstances as prescribed by the Exchange or is not presently a partner, Director (except as an independent Director) or major shareholder, as the case may be, of a firm or corporation which provides professional advisory services to the Company under such circumstances as prescribed by Bursa Securities; and
 - (7) has not engaged in any transaction with the Company under such circumstances as prescribed by the Exchange or is not presently a partner, Director or major shareholder, as the case may be, of a firm or corporation



(other than subsidiaries of the applicant or listed issuer) which has engaged in any transaction with the Company under such circumstances as prescribed by Bursa Securities.

- 7.2 The tenure of an Independent Director shall not exceed a cumulative term limit of nine years. Upon completion of the nine years, an Independent Director may continue to serve on the Board as a Non-Independent Director. If the Board intends to retain an independent Director beyond nine years, it should justify and seek annual shareholders' approval through a two-tier voting process.
- 7.3 The Company considers the role of its independent Directors to be critical to the objectivity of decisions made by the Board and in striking an appropriate balance of the interests of all stakeholders for the Company's long-term benefit. The Board has identified a Senior Independent Director to whom concerns raised by shareholders and other interested parties regarding the Company may be conveyed and addressed to as well as being an intermediary for other Directors when necessary.
- 7.4 All Independent Directors are encouraged to:-
- (a) Regularly update and refresh their skills, knowledge and familiarity with the Company;
 - (b) Meet at least annually to discuss among others, the strategies, governance and operational issues of the Group;
 - (c) Seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice;
 - (d) Where they have concerns about the running of the Company or a proposed action, ensure that these are addressed by the Board, to the extent that they are not resolved, ensure that they are recorded in the Board minutes;
 - (e) Upon resignation, provide a written statement to the Chairman, for circulation to the Board, if they have any such concerns.

8. Senior Independent Director

- 8.1 The Senior Independent Director generally has the same legal responsibilities to the Company as any other Director.
- 8.2 However, as the Senior Independent Director, the roles are expanded to include the following:
- (a) In the absence of the Chairman, to carry out the responsibilities to the Board as stated in the Job Description for the Chairman;
 - (b) Be available for discussion with any member of the Board
 - (c) Be available to shareholders of the Company in case they have concerns which should not, be addressed by the Chairman or Executive Directors;
 - (d) Resolve any dispute between the Chairman and the Managing Director;
 - (e) Lead the role in the planning of succession for the Chairman; and
 - (f) Promote high ethical and corporate governance standard.



9. Board Committees

9.1 The Directors may resolve to delegate any of their powers to a Committee or Committees consisting of such number of Directors as they think fit. In view of that, the Board has established the following Committees to undertake specific functions:-

- (a) Audit Committee;
- (b) Remuneration Committee ("RC"); and
- (c) Nomination Committee.

9.2 The responsibilities of the respective Committees are laid out in their respective Terms of Reference, which are published on the Company's website at www.focuslumber.com.my

9.3 Each Committee has an obligation to report on its meetings to the Board and minutes of all Committee Meetings are to be made available to all Directors.

10. Remuneration of Directors

10.1 The RC determines the remuneration for the Directors of the Company. No board members, whether Executive or Non-Executive, will be involved in deciding own remuneration.

10.2 The RC assesses the appropriateness of Directors and Management Team remuneration on an annual basis by reference to the principles of the Bonus Policy and Salary Structure, the evaluation of Board Performance, overall employment market conditions, scope of work and the Company's financial position.

10.3 The RC recommends remuneration for the Directors and Management Team to the Board for approval.

10.4 The details of the remuneration of respective Directors which include fees, salary, bonus, benefits-in-kind and other emoluments, would be disclosed in the Annual Report on named basis.

11. Directors' Trainings

11.1 In compliance with MMLR of Bursa Securities, all Directors are required to attend the Mandatory Accreditation Programme. The Directors will undergo such similar or continuing training and education programs from time to time to equip and keep themselves updated and abreast on the latest and new developments in order to discharge their roles and responsibilities more effectively.

11.2 The Board will assess the training needs of the Directors and the Directors may be required to attend such courses or trainings as may be decided by the Board be they pertaining to development in laws and regulations, governance, risks, group's industries and businesses and operations which may affect the Board or the Group.

11.3 All new Directors appointed to the Board will be given briefing on the overall business operations of the Group.

12. Access to Information and Independent Advice

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- 12.1 All Directors (executive and non-executive) have the same and unrestricted right of access to information relevant to the furtherance of their duties and responsibilities as directors of the Company.
- 12.2 Directors have the right to seek independent external professional advice in the furtherance of their service as directors, at the Company's expense should the need arises. Written approval must be obtained from the Managing Director prior to incurring expense on behalf of the Company.

13. Code of Conduct

- 13.1 A Director must act honestly, in good faith and in the best interest of the Company as a whole.
- 13.2 A Director has to use due care and diligence in fulfilling the functions of office and exercising the powers attached to that office.
- 13.3 A Director must use the powers of office for a proper purpose, in the best interests of the Company as a whole.
- 13.4 A Director must recognise that the primary responsibility is to the Company's shareholders as a whole but should, where appropriate, have regard for the interests of all stakeholders of the Company.
- 13.5 A Director must not make improper use of information acquired as a director.
- 13.6 A Director must not take improper advantage of the position of director.
- 13.7 A Director must not allow personal interests, or the interest of any associated person, to conflict with the interest of the Company.
- 13.8 A Director has an obligation to be independent in judgment and actions and to take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Board of Directors.
- 13.9 Confidential information received by a director in the course of the exercise of their duties as a director of the Company remains the property of the Company and it is improper to disclose it, or allow it to be disclosed, unless that disclosure has been authorized by the Company, or the person from whom the information is provided, or is required by law.
- 13.10 A Director should not engage in conduct likely to bring discredit upon the Company.
- 13.11 A Director has an obligation, at all time, to comply with the spirit, as well as the letter, of the law and with the principles of the Code of Conduct and Ethics.

14. Company Secretary

- 14.1 The Board is supported by a suitably qualified and competent Company Secretary to provide sound governance advice, ensure adherence to rules and procedures, and advocate adoption of corporate governance best practices and advise the Board on compliance with provisions of MMLR of the Bursa Securities, the Companies Act 2016 and other relevant laws and regulations.
- 14.2 The roles and responsibilities of a Company Secretary include, but are not limited to the following:-



- (a) Manage all board and committee meeting logistics, attend and record minutes of all board and committee meetings and facilitate board communications;
- (b) Advise the Board on its roles and responsibilities;
- (c) Facilitate the orientation of new directors and assist in director training and development;
- (d) Advise the board on corporate disclosures and compliance with company and securities regulations and listing requirements;
- (e) Manage process pertaining to the annual shareholder meeting;
- (f) Monitor corporate governance developments and assist the board in applying governance practices to meet the Board's needs and stakeholders' expectations and;
- (g) Serve as a focal point for stakeholders' communications and engagement on corporate governance issues.

14.3 All Directors have access to the advice and services of the Company Secretary.

15. Proceedings of Meetings

- 15.1 The Directors may hold meetings for the dispatch of business and adjourn and otherwise regulate their meetings as they think fit. Directors' meetings are held on scheduled dates at least five (5) times for each financial year.
- 15.2 The Constitution of the Company stipulates the procedures for convening board meetings and the board size and the quorum for board meetings.
- 15.3 Minutes of proceedings and resolutions of meetings of the Directors and any written resolutions passed by Directors, are to be recorded and entered in the Company's Minutes Book Register as soon as practicable after the meeting is held or the resolution is passed.
- 15.4 The Board members should ensure that minutes of Board meetings accurately reflect the deliberations and decisions of the Board, including whether any Director abstain from voting or deliberating on a particular manner.
- 15.5 Minutes of all Board meetings are circulated to directors and approved by the Board at the subsequent meeting.
- 15.6 Directors shall entitle to the notice of meetings and full set of board papers at least five (5) business days prior to each Board meeting to enable them, to have sufficient time to deliberate on the issues to be raised at the meetings and also to obtain further explanations, where necessary.

16. Investor Relations and Communications with Stakeholders

- 16.1 The Board recognises the importance of an effective communications channel between the Board, stakeholders, institutional investors and the investing public at large, both in Malaysia and internationally, with the objective of providing a clear and complete picture of the Group's performance and position as much as possible.
- 16.2 The communication channels include the Group's annual reports, circulars to shareholders, quarterly financial results and the various prescribed announcements made to Bursa Securities from time to time in the Bursa Securities' website at www.bursamalaysia.com or via the Company's website.
- 16.3 Communication with stakeholders can also be achieved through the following means, which include:-



- establishing an investor relations function;
- conducting engagement forums;
- organising investor, analyst and media briefings; and
- use of electronic means (website, social media etc).

16.4 The Annual General Meeting (“AGM”) and other General Meetings (“GM”) are the principal forums for dialogue with the shareholders. The Company makes every effort to encourage maximum participation of shareholders at the AGM and other GM. If necessary, the Company would use technology for the conduct of the AGM or GM to allow shareholders to participate and vote remotely at the GM held either physically and/or virtually as well as to communicate with the chairperson, Directors, other members and advisers (if any) taking part in the main venue of the GM. Such technology may include telephone, television, video conferencing, or any other telecommunication or digital methods which permits instantaneous communication.

16.5 Notice of the AGM and Annual Report are despatched to the shareholders at least 28 days prior to the meeting.

17. Amendment and Review of Board Charter

17.1 The Board will review the Board Charter annually to ensure it remains consistent with the Board's objectives and responsibilities and continued compliance with legal requirements and corporate governance requirements applicable to companies listed on the Bursa Securities and the Company's Constitution.

17.2 Any amendment to the Board Charter would require approval by the Board.

17.3 A copy of the Board Charter is to be made available on the Company's website www.focuslumber.com.my.

Reviewed and adopted on 17 April 2025.