



Registration No. 198701001365 (160032-K)
(Incorporated in Malaysia)
(the "Company")

**PLS PLANTATIONS BERHAD
TRAINING POLICY FOR DIRECTORS**



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1. INTRODUCTION

- (a) The Board of Directors ("Directors" or "Director" or "Board") of PLS Plantations Berhad ("PLS" or "the Company") recognizes the importance of learning, development and training opportunities for its members to better equip them with skills and knowledge required to fulfil their fiduciary duties and carry out their roles and responsibilities effectively, stay abreast with current regulatory requirements, and enhance corporate governance standards.
- (b) This Training Policy for Directors ("the Policy") sets out the framework for the induction, MAP I & II and continuing professional development of the Directors.

2. KEY REGULATORY FRAMEWORK

- (a) Pursuant to Guidance 1.5 of Malaysian Code of Corporate Governance ("MCCG"), part of the roles and responsibilities of a company secretary shall include to facilitate the orientation of new Directors and assist in Director training and development.
- (b) In accordance with Practice 9.5 of the MCCG, the Board should ensure its members have access to appropriate continuing professional development. In a dynamic and complex business environment, it is imperative that Directors devote sufficient time to update their knowledge and enhance their skills through appropriate continuing professional development and life-long learning. This will enable Directors to sustain their active participation in Board deliberations.
- (c) Pursuant to Paragraph 9.25, Appendix 9C(15)(e), Paragraph 15.08 and Practice Note 5 of Main Market Listing Requirement ("MMLR"):
 - (i) A Director of a listed issue must ensure that he/she attends such training programs as may be prescribed by Bursa Malaysia Securities Berhad ("Bursa") from time to time;
 - (ii) Bursa considers continuous training for directors of listed issuers as important to enable the directors to effectively discharge their duties. In this respect, the Directors of a listed issuer must on a continuous basis, evaluate and determine the training needs of its directors. The subject matter of training must be one that aids the director in the discharge of his/her duties as a director;
 - (iii) The Directors must disclose in the annual report of the listed issuer, a statement on the training attended by its directors which includes the following information:
 - (a) The Director has undertaken an assessment of the training needs of each director;
 - (b) A brief description on the type of training that the Directors have attended for the financial year; and



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- (c) In exceptional circumstances where any Director has not attended any training during the financial year, valid justifications for the non-attendance of such director.
- (d) Pursuant to the Frequently Asked Questions and Answers ("FAQ") issued by Bursa Securities as at 1 July 2023, the prescribed training for Directors should broadly cover key developments in the legal and regulatory framework, as well as industry-specific updates relevant to PLS. Additionally, training may include areas such as financial literacy, technical knowledge, business and industry specific trends, business strategies, risk management, internal control and sustainability.
- (e) The Annual Report should disclose the mode of training, the title of the training program, and the total number of hours or days spent on each.
- (f) Term of Reference of the Nomination Committee ("NC") provides that one of the duties of the NC is to recommend suitable orientation and training programs to continuously train and equip the new and existing Directors, and ensure a statement is made by the Directors in the Annual Report of PLS, containing a brief description on the type of training attended by Directors during the financial year.
- (g) The NC shall conduct a training needs analysis on behalf of the Board. In doing so, the NC shall have regard to the results of performance appraisals and other relevant considerations, in assessing whether any of the Directors should undergo specific training and if so, identify the appropriate areas for development.

3. OBJECTIVES

The objectives of this Policy,

- To ensure Directors possess the necessary skills, knowledge, and competencies to contribute effectively to the Board.
- To keep Directors updated on changes in laws, regulations, industry developments, and governance best practices.
- To encourage a culture of continuous learning and professional development.
- To support PLS long-term sustainability and stakeholder confidence.
- To define and establish a process for identifying training needs, selecting appropriate training modes and evaluating the effectiveness of the selected training programs.



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4. SCOPE

This Policy applies to onboarding a first-time Director, new Directors and existing Directors, including Executive Directors, Non-Executive Directors and Independent Non-Executive Directors.

5. TYPES & MODES OF TRAINING

5.1 Induction programs for onboarding a first-time director and new directors

According to Corporate Governance Guide (4th Edition), induction program will be vital for newly appointed directors to orientate themselves in the new environment in order to better contribute to the Board. The induction program could comprise a combination of written materials, presentations and activities, such as meetings and site visits. Induction program of an interactive nature could also foster constructive relationship between the newly appointed director(s) and existing directors and senior management. The essential information during the induction of a new Director may contain corporate information, corporate governance framework and management information.

On appointment, the Independent Non-Executive Directors (“INED”) will have the benefit of an induction program aimed at deepening their understanding of the Company and the business environment and markets in which the Company operates that includes background material, meetings with Senior Management and visits to the Company’s facilities. This will enable the newly appointed INED in getting to the heart of the Company culture where directors can see operations better.

5.2 Mandatory Accreditation Program (“MAP”) I & II

According to Paragraph 15.08 and Practice Note 5 of MMLR, a Director who is appointed for the first time as a director of a listed issuer must attend the MAP I within 4 months and MAP II within 18 months from date of appointment.

If a Director has registered but not yet attended the above-mentioned trainings, this will be reflected in the Semi-Annual Return. For Directors who have not yet registered or attended the training, a brief explanation will be provided in the Semi-Annual Return, including the planned timeline for attending the training.

Directors are encouraged to make every effort to attend any training for which they have registered. If a Director is unable to attend the registered training, they shall provide prior notice of cancellation as early as possible, at least 2 weeks before the training. Where a Director unable to attend without prior notice and costs have been incurred by the Company, the Director may be required to bear the



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associated costs, subject to the Nomination Committee's discretion and consideration of the circumstances. Upon completion, Directors are requested to furnish a copy of certificate of attendance to the Company Secretary for record-keeping purpose.

5.3 Continuing Professional Development

According to FAQ, Directors are expected to attend continuous training to update and enhance their skills and knowledge, enabling them to discharge their duties effectively.

To support Directors in fulfilling this obligation, the Company will organize at least one in house training session annually, with a minimum duration of half (1/2) a day, for all Directors to attend.

5.4 Training and development programs may be conducted through various delivery modes, including physical (in-person) sessions, virtual (online) platforms and hybrid formats (a combination of physical and virtual).

5.5 These mode of training may include, but are not limited to:

- (a) Workshops
- (b) Seminars
- (c) Conferences
- (d) Webinars
- (e) e-Learning modules
- (f) Certification courses
- (g) Coaching and mentoring sessions

The type and mode of training will be selected based on the objectives, availability of resources, and relevance to the Board's role and development plan.

6. **NOTIFICATION AND RECORD-KEEPING**

- (a) Director shall notify the Company Secretary upon completion of any external training, such notification shall include the **mode of training**, **title of the training program**, and the **total number of hours or days** spent on each, along with **a copy of the certificate of attendance**, where applicable.
- (b) The Company Secretary shall maintain an up-to-date record of all training attended by each Director. The training record shall be tabled to the Nomination Committee and reported to the Board on an annual basis for review and monitoring.



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(c) In compliance with the MMLR, a summary of training attended by each Director shall be disclosed in the Company's Annual Report.

7. COST OF TRAINING

The Company shall bear all reasonable and related expenses incurred in connection with Directors' training programs, subject to the prior approval of the Executive Chairman of the Board.

For the purpose of this Policy, the Executive Chairman shall mean any person for the time being performing the functions of an Executive Chairman, by whatever named called.

8. NON-COMPLIANCE

The Company recognizes that there may be exceptional circumstance which could affect a Director's ability to fully comply with the training requirements outlined in this Policy.

In such instances, the Director is encouraged to discuss with the Company Secretary as soon as practicable, and where possible, an alternative plan for fulfilling the training obligations.

Any instances of non-compliance will be brought to the attention of the Nomination Committee for consideration, and where appropriate, to provide support in meeting future requirements; and where necessary, escalated to the Board for further review.

The Board may take such non-compliance into consideration during annual performance evaluations and re-nomination process.

9. REVIEW OF POLICY

The Board, through the Nomination Committee, shall review this Policy periodically, to ensure its relevance, effectiveness and aligned with the evolving regulations, corporate governance standards, and best practices. Any amendment to this Policy must be approved by the Board of Directors, supported with a clear rationale for the proposed changes.

This Policy has been approved by the Board on 23 October 2025.