

CORPORATE GOVERNANCE REPORT

STOCK CODE : 5139
COMPANY NAME : AEON Credit Service (M) Berhad
FINANCIAL YEAR : February 28, 2022

OUTLINE:

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

Disclosures in this section are pursuant to Paragraph 15.25 of Bursa Malaysia Listing Requirements.

SECTION B – DISCLOSURES ON CORPORATE GOVERNANCE PRACTICES PERSUANT CORPORATE GOVERNANCE GUIDELINES ISSUED BY BANK NEGARA MALAYSIA

Disclosures in this section are pursuant to Appendix 4 (Corporate Governance Disclosures) of the Corporate Governance Guidelines issued by Bank Negara Malaysia. This section is only applicable for financial institutions or any other institutions that are listed on the Exchange that are required to comply with the above Guidelines.

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

Disclosures in this section are pursuant to Paragraph 15.25 of Bursa Malaysia Listing Requirements.

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.1

The board should set the company's strategic aims, ensure that the necessary resources are in place for the company to meet its objectives and review management performance. The board should set the company's values and standards, and ensure that its obligations to its shareholders and other stakeholders are understood and met.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board of Directors (the "Board") sets the strategic direction and vision of AEON Credit Service (M) Berhad ("AEON Credit" or "the Company"). The Board is guided by the prevailing legal and regulatory requirements as well as the following aspirations and principles in discharging its fiduciary duties and responsibilities.</p> <p>AEON Credit Corporate Philosophy: "To support customers' lifestyles and enable each individual to maximise future opportunities through effective use of credit".</p> <p>AEON Credit Mission: "To provide a wide range of consumer financial services that best meet customer needs and we are committed to serve customers to enhance their lifestyle through our products and services. We adhere to a strict code of corporate ethics and, at the same time, engage in activities which contribute to society".</p> <p>AEON Credit Basic Principles: "At AEON, we abide by the AEON Basic Principles which consists of pursuing peace, respecting humanity, and contributing to local communities, always with the customer's point of view as its core".</p>

	<p>The Board takes full responsibility in leading, governing, guiding and monitoring the entire performance of the Company and its subsidiary ("AEON Credit Group" or "the Group") and enforces standards of accountability, all with a view to enable Management to execute its responsibilities effectively and efficiently.</p> <p>The Board is the ultimate decision-making body of the Company, with the exception of matters requiring shareholders' approval. Prior to and during the financial year ended 28 February 2022 ("FYE2022"), the Board has reviewed and approved the strategic direction, mid-term plan, annual business plan, financial budgets and organisation structure of the Company for the FYE2022 by taking into consideration the difficulties situation of the COVID-19 pandemic. The Board has shown tremendous support to the Management from the various efforts undertaken, to manage the crisis particularly involving the Company's employees, customers, business partners, communities and other stakeholders. On the other hand, the Management has also played a role in keeping the Board updated on the latest development about the pandemic which is relevant to the Company and its related stakeholders, through Board and Board Committees meetings. The strong relationship and support between the Board and Management during these challenging times are very crucial for the Company's business continuity and ability to move forward.</p> <p>During the financial year under review, Board Meetings were held on a monthly basis in order for the Board to discharge its responsibilities and meet the goals of the Company. Key focus areas for the Board meetings were review of financial performance, business strategy, market developments, risk management and key risk indicators. Furthermore, the Board was also involved in deliberation and decision making on management's proposals for the Company and other matters which are reserved for the Board's review and approval in accordance with demarcation of responsibilities under the Board Charter and monitoring its implementation by Management.</p>
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	<p>The Board delegates specific responsibilities to the Board Committees comprised:</p> <ul style="list-style-type: none"> • Audit Committee (“AC”) • Board Risk Committee (“BRC”) • Nominating Committee (“NC”) • Remuneration Committee (“RC”) <p>The above Board Committees operate within clearly defined roles and responsibilities as set out in their terms of reference. The Board Committees report to the Board on their deliberations, findings and recommendations.</p>	
Explanation for departure	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Measure	:	
Timeframe	:	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.2

A Chairman of the board who is responsible for instilling good corporate governance practices, leadership and effectiveness of the board is appointed.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board is led by a Chairman who is responsible for the leadership and management of the Board and ensuring the Board and its Committees function effectively.</p> <p>The Chairman of the Board, Mr Ng Eng Kiat, assumed the formal role of a leader with responsibility for instilling good corporate governance practices. The Chairmen leads the discussions among Directors and provided leadership to the Board in its oversight of Management.</p> <p>As the Chairman of the Company, the key expected roles include but are not limited to:</p> <ul style="list-style-type: none">i) Ensuring the smooth functioning of the Board, with effective governance structure and inculcation of positive culture in the Board;ii) Ensuring guidelines and procedures are in place to govern the Board's operations and conduct;iii) Ensuring the training and development needs of the Board members are reviewed and addressed;iv) Providing leadership for the Board so that the Board can perform its responsibilities effectively;v) Setting the Board agenda and ensuring that Board members receive complete and accurate information in a timely manner;vi) Leading Board meetings and discussions;vii) Encouraging active participation and allowing dissenting views to be freely expressed;viii) Managing the interface between Board and Management;

	ix) Ensuring appropriate steps are taken to provide effective communication with stakeholders and that their views are communicated to the Board as a whole; and x) Leading the Board in establishing and monitoring good corporate governance practices in the Company. The details on the role of the Chairman are stipulated in the Board Charter which is available on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance .	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.3

The positions of Chairman and CEO are held by different individuals.

Application	:	Applied
Explanation on application of the practice	:	<p>The positions of Chairman and Managing Director ("MD") (equivalent to Chief Executive Officer) of AEON Credit are held by different individuals. Mr Ng Eng Kiat, a Non-Independent Non-Executive Director, is the Board Chairman, while Mr Daisuke Maeda is the MD of the Company. The details on the division of duties and responsibilities of the Chairman and MD are stipulated in the Board Charter.</p> <p>To ensure balance of authority, increased accountability and greater capacity for independent decision-making, the roles of Chairman and MD are distinct and separate with a clear division of responsibilities between the Chairman and the MD, so that no individual dominates the decision making process. The Chairman is responsible for the leadership and management of the Board and to ensure its Board Committees function effectively. The MD, supported by the Management team, implements Group's strategy and in carrying out the Board's directions, managing the businesses of the Group and driving performance within strategic goals and commercial objectives.</p> <p>The roles and responsibilities of the MD, which among others include:</p> <ul style="list-style-type: none">i) Developing objective, vision, strategic direction and business targets;ii) Ensuring strategies and corporate policies are effectively implemented;iii) Ensuring Board decisions and directions are implemented;iv) Establishing appropriate organization structure of the Company to implement short and long term business plans;v) Providing strong leadership to the management team and employees of the Company;vi) Keeping the Board fully informed of all important aspects of the Company's operations and ensuring sufficient information is distributed to Board members; and

	vii) Ensuring the day-to-day business affairs of the Company are effectively and efficiently managed.	
Explanation for departure		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure		
Timeframe		

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.4

The Chairman of the board should not be a member of the Audit Committee, Nomination Committee or Remuneration Committee

<i>Note: If the board Chairman is not a member of any of these specified committees, but the board allows the Chairman to participate in any or all of these committees’ meetings, by way of invitation, then the status of this practice should be a ‘Departure’.</i>		
Application	:	Applied
Explanation on application of the practice	:	As of 28 February 2022, AEON Credit is in compliance with Practice 1.4 of the Malaysian Code on Corporate Governance (“MCCG”) whereby the Chairman of the Board, Mr Ng Eng Kiat is not a member of AC, BRC, NC and RC to ensure there is a check and balance in place as well as objective review by the Board.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.5

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.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has appointed a professionally qualified Company Secretary, Ms Tai Yit Chan to discharge her roles as set out in the Board Charter.</p> <p>The Company Secretary is kept abreast with regulatory changes and developments in corporate governance and the Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities"), MCGG, Companies Act 2016 and other rules and regulations through continuous education and professional trainings.</p> <p>The key role of the Company Secretary is to provide unhindered advice and services for the Directors, as and when the need arises, to enhance the effective functioning of the Board. The Company Secretary ensures the Board procedures are always adhered to during the meetings and advise the Board on the relevant regulatory compliance including corporate governance issues.</p> <p>Further, the Company Secretary has discharged the roles during the financial year by providing updates and counsel to the Board on the above-mentioned areas, attending all Board and Board Committees meetings, and recording meeting minutes and resolutions of the Board and Board Committees. Further, the Company Secretary has also reviewed all relevant information and adequacy of meeting materials, provided guidance on stakeholders' communication and assisted in managing processes related to the Company's general meeting.</p>
Explanation for departure	:	

Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.

Measure	:		
Timeframe	:		

Intended Outcome

Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.6

Directors receive meeting materials, which are complete and accurate within a reasonable period prior to the meeting. Upon conclusion of the meeting, the minutes are circulated in a timely manner.

Application	:	Applied
Explanation on application of the practice	:	<p>Management provides the Board and Board Committees with sufficient information and materials in timely manner to enable Directors to discharge their duties and responsibilities effectively.</p> <p>Meeting materials for Board and Board Committees meetings are generally circulated to Directors at least five (5) business days prior to the date of the respective Board or Board Committee meetings. The Company leverages on technology to deliver meeting materials to directors which allow the Directors sufficient time to peruse the meeting materials and issues arising.</p> <p>The deliberations and decisions of the Board and Board Committees are recorded in the minutes of meetings which are circulated for the Board and Board Committees for review and comments within a reasonable timeframe after the respective meetings.</p> <p>The decisions made at the Board and Board Committee meetings are also communicated to Management in a timely manner to ensure appropriate actions are taken and there is a constant monitoring on the action items until matters are appropriately resolved.</p> <p>A Director is required to abstain from deliberations and voting in respect of any contract or proposed contract or arrangement in which he/she has direct or indirect interest. Directors may seek independent clarification/advice, when necessary, at the Company's expenses on any matters in relation to the discharge of their duties.</p>
Explanation for departure	:	

<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is demarcation of responsibilities between the board, board committees and management.

There is clarity in the authority of the board, its committees and individual directors.

Practice 2.1

The board has a board charter which is periodically reviewed and published on the company's website. The board charter clearly identifies–

- the respective roles and responsibilities of the board, board committees, individual directors and management; and
- issues and decisions reserved for the board.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board Charter clearly sets out the principal roles of the Board and the demarcation of the roles, responsibilities and powers of the Board, various Board Committees and Senior Management of the Company. The Board Charter of AEON Credit is periodically reviewed, and the same is available on the Company's website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p> <p>This Board Charter is established to promote high standards of corporate governance and is designed to provide guidance and clarity for Directors and Management with regard to the role of the Board and its Committees. This Board Charter shall form an integral part of each Director's duties, authority and responsibilities. To the extent of any conflict between the terms of this Board Charter and the Company's Constitution, the Constitution prevails.</p> <p>The Board Charter stipulates the key policies of the Company, amongst others, including matters related to the following areas:</p> <ul style="list-style-type: none"> (i) Roles and functions of Board and Board Committees; (ii) Roles of Independent Directors and Non-Executive Directors; (iii) Separation of position of Chairman and MD; (iv) Matters reserved for Board approval; (v) Ethics and Compliance; (vi) Risk Management; (vii) Succession Planning; (viii) Investor Relations and Shareholder Communication;

	<p>(ix) Director's terms of service, assessment and other matters including Board composition, Directors' remuneration, Directors' training and development as well as procedures related to Board meetings; and</p> <p>(x) Rights of Directors to access information and advice.</p> <p>The Board has adopted a schedule of matters specifically reserved for its approval in accordance with the Board Charter.</p> <p>The Board Charter takes into consideration the applicable rules, laws and regulations including internal policies.</p>			
Explanation for departure	:			
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>				
Measure	:			
Timeframe	:	<table border="1"> <tr> <td></td><td></td></tr> </table>		

Intended Outcome

The board is committed to promoting good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness.

The board, management, employees and other stakeholders are clear on what is considered acceptable behaviour and practice in the company.

Practice 3.1

The board establishes a Code of Conduct and Ethics for the company, and together with management implements its policies and procedures, which include managing conflicts of interest, preventing the abuse of power, corruption, insider trading and money laundering.

The Code of Conduct and Ethics is published on the company's website.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board, Management and employees of the Group are guided by the AEON Group's Code of Conduct ("CoC"), which has been adopted as the "Code of Conduct and Ethics" of the Company pursuant to the MCCG.</p> <p>The CoC upholds the following commitments:</p> <ol style="list-style-type: none">1. AEON People (<i>i.e. directors, management and staff of the Group</i>) are always grateful to the many other individuals who provide support and help, never forgetting to act with humility.2. AEON People value the trust of others more than anything else, always acting with integrity and sincerity in all situations.3. AEON People actively seek out ways to exceed customer expectations.4. AEON People continually challenge themselves to find new ways to accomplish the AEON ideals.5. AEON People support local community growth, acting as good corporate citizens in serving society. <p>The CoC is periodically reviewed and updated as and when necessary. A copy of the CoC is available on the corporate website at www.aeoncredit.com.my/aeon-corporate/about-us. Various internal policies and procedures have been developed, implemented and communicated by the Company in relation to managing conflicts of interest, preventing the abuse of power, corruption, insider trading and money laundering, aligned with the said CoC.</p>

	<p>New employees are briefed on the Code of Conduct and Ethics upon joining and are required to acknowledge in writing their acceptance and understanding of the CoC.</p> <p>Further reinforcement on the code is also done during the Company's annual Code of Conduct and Ethics training. Management and employees are expected to observe high standards of integrity and fair dealing in relation to customers, business partners, staff and regulators in the regions where the Group operates.</p> <p>To reinforce the Group's commitment to conduct its business in an ethical manner with integrity and sincerity, AEON Credit has developed an Anti-bribery Management System Policy which was approved and formalised in March 2020. Within the same year, the Company has also obtained ISO37001: 2016 Anti-Bribery Management System certification by SIRIM QAS International Sdn. Bhd.</p> <p>In addition, the Group has also adopted a whistle-blowing policy, providing an avenue for employees and external parties to report actual or suspected malpractice, misconduct or violations of the Group's policies and regulations in a safe and confidential manner. Both the Anti-bribery Policy and Whistleblowing Policy are published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-policies.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

The board is committed to promoting good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness.

The board, management, employees and other stakeholders are clear on what is considered acceptable behaviour and practice in the company.

Practice 3.2

The board establishes, reviews and together with management implements policies and procedures on whistleblowing.

Application	:	Applied
Explanation on application of the practice	:	<p>Pursuant to the Group's Code of Conduct and Ethics, AEON Credit has established a whistle-blowing policy on communication or feedback from employees and external stakeholders on unethical practices, illegal activities, breach of regulations, financial/accounting fraud, etc. The whistle-blowing policy is available on the corporate website.</p> <p>The six (6) dedicated reporting channels set up under the Group's whistle-blowing policy for the reporting of allegations by employees and external stakeholders are as follows :</p> <ul style="list-style-type: none">(i) Internal Reporting Channel which comprises an employee hotline phone number, an online web portal and a submission channel via a written report to Managing Director;(ii) External Reporting Channel for internal staff which comprises AEON Co., Ltd. Hotline Portal for reporting of bribery, false claim, or abuse of power/position related issues only;(iii) Legal Attorney Hotline which is for reporting of misconduct involving employees for the Company's positions of Senior General Manager and/or above;(iv) Email to "eSID@aeoncredit.com.my" for reporting of bribery, false claim, or abuse of power/position related issues only, where three (3) designated recipient will receive the report with high confidentiality:<ul style="list-style-type: none">i. Senior Independent Directorii. Audit Committee Chairmaniii. Chief Risk Officer (CRO)

	<p>(v) Write in a letter to the Company's CRO for reporting of bribery, false claim, or abuse of power/position related issues only; and</p> <p>(vi) Report directly to Malaysian Anti-Corruption Commission ("MACC") via MACC's website for bribery, false claim, or abuse of power/position related issues only.</p> <p>Issues raised through the AEON Hotline by an employee without the risk of reprisal will be investigated and resolved with strict confidentiality by the senior management of the Company.</p> <p>For external stakeholders, any concerns on illegal, unethical or questionable practices can be communicated in confidence by the whistle-blower without the risk of reprisal to the designated recipients at <eSID@aeoncredit.com.my> for further investigation and action. Details of the whistle-blowing channel for external stakeholders are published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-policies.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

The company addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

Practice 4.1

The board together with management takes responsibility for the governance of sustainability in the company including setting the company's sustainability strategies, priorities and targets.

The board takes into account sustainability considerations when exercising its duties including among others the development and implementation of company strategies, business plans, major plans of action and risk management.

Strategic management of material sustainability matters should be driven by senior management.

Application	:	Applied
Explanation on application of the practice	:	<p>The Directors of AEON Credit are responsible for managing the sustainability matters of the Group and to ensure that the strategic plan of the Group supports long-term value creation and includes strategies on economic, environmental, social and governance considerations underpinning sustainability. The Group has established a Management Sustainability Committee ("MSC") comprising key members of Senior Management to assist the Board in overseeing the formulation, implementation and effective management of AEON Credit's sustainability strategies.</p> <p>AEON Credit's Sustainability Framework is aligned with AEON Group Sustainability Principle in which AEON aims to realise a sustainable society with stakeholders based on our basic principles of pursuing peace, respecting humanity and contributing to local communities, always with the customer's point of view at the core. Various activities are advanced locally in order to realise the Group's core principles as a low carbon society, conservation of biodiversity, better usage of resources and addressing social issues.</p> <p>The roles of the MSC include:</p> <ul style="list-style-type: none">(i) Drive strategic management of material sustainability matters;(ii) Assist Board Risk Committee to be responsible for the governance of sustainability in the Group including setting the Group's sustainability strategies, priorities and targets;

	(iii)	Identify a designated person within Management, to provide dedicated focus to manage sustainability considerations in the operations of the Company; and	
	(iv)	Serve and carry critical responsibility for overall sustainability initiatives and wellbeing of the Group operations.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

The company addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

Practice 4.2

The board ensures that the company's sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders.

Application	:	Applied
Explanation on application of the practice	:	<p>AEON Credit is guided steadfastly in all aspects of its business operations by its Corporate Philosophy to support customers' lifestyle and enable each individual to maximise future opportunities through effective use of credit. This serves as a beacon to further strengthen business sustainability by focusing primarily on economic, environmental and social drivers.</p> <p>The Board reviews the Company's strategies, performance, targets and progress towards achieving the long-term sustainability of the business, and ensure consideration of sustainability issues in setting the Company's strategic direction.</p> <p>More details on the Company's sustainability drive and journey are available at https://www.aeoncredit.com.my/aeon-corporate/sustainability.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

The company addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

Practice 4.3

The board takes appropriate action to ensure they stay abreast with and understand the sustainability issues relevant to the company and its business, including climate-related risks and opportunities.

Application	:	Applied	
Explanation on application of the practice	:	Sustainability remains a key focus area for AEON Credit's Board. The Board is updated and briefed on the Group's sustainability activities from Management on a monthly basis. The Board also attends various seminars/courses/training programmes on sustainability conducted by external consultants to keep themselves abreast with and understand the sustainability agenda which are relevant to the Group.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

The company addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

Practice 4.4

Performance evaluations of the board and senior management include a review of the performance of the board and senior management in addressing the company's material sustainability risks and opportunities.

Application	:	Applied	
Explanation on application of the practice	:	The Board performance evaluation for FYE2022 had included the new areas to evaluate the performance of the Board in addressing the Company's material sustainability risks and opportunities to drive Environmental, Social and Governance ("ESG") strategy and implementation. Within the evaluation, the Board has also assessed Senior Management (for Managing Director and Chief Financial Officer) on overall sustainability management in meeting AEON Credit's sustainability targets.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

The company addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

Practice 4.5- Step Up

The board identifies a designated person within management, to provide dedicated focus to manage sustainability strategically, including the integration of sustainability considerations in the operations of the company.

Note: The explanation on adoption of this practice should include a brief description of the responsibilities of the designated person and actions or measures undertaken pursuant to the role in the financial year.

Application	:	Adopted
Explanation on adoption of the practice	:	The Board has appointed the Head of Sustainability and Risk Management to provide dedicated sustainability strategies, including being responsible for managing the Group's sustainability risks.

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.1

The Nomination Committee should ensure that the composition of the board is refreshed periodically. The tenure of each director should be reviewed by the Nomination Committee and annual re-election of a director should be contingent on satisfactory evaluation of the director's performance and contribution to the board.

Application	:	Applied
Explanation on application of the practice	:	<p>The NC of AEON Credit is responsible to review/recommend to the Board the appointment and re-election of Directors and oversees the assessment of performance and contribution of Directors.</p> <p>The NC reviews the required structure, size and composition of the Board (including diversity in skills, knowledge, experience, gender, age and ethnic) through annual review, taking into account the size and complexity of AEON Credit's operations.</p> <p>The tenure of each Director and annual re-election of Directors who retires by rotation pursuant to the Company's Constitution are reviewed by the NC. The recommendations on the re-election of Directors at the Annual General Meeting ("AGM") are subject to the NC being satisfied with the performance and contribution of the retiring Directors based on the latest annual performance review.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.2

At least half of the board comprises independent directors. For Large Companies, the board comprises a majority independent directors.

Application	:	Applied														
Explanation on application of the practice	:	As at 28 February 2022, the Board of AEON Credit comprises ten (10) Directors, of which six (6) are Independent Non-Executive Directors (“INEDs”). INEDs constitute 60% of the Board as follows:														
		<table><tr><th>Designation</th><th>No. of Directors</th><th>Percentage (%)</th></tr><tr><td>INED</td><td>6</td><td>60</td></tr><tr><td>Non-Independent Non-Executive Directors</td><td>2</td><td>20</td></tr><tr><td>Executive Directors (including MD)</td><td>2</td><td>20</td></tr></table>			Designation	No. of Directors	Percentage (%)	INED	6	60	Non-Independent Non-Executive Directors	2	20	Executive Directors (including MD)	2	20
		Designation	No. of Directors	Percentage (%)												
		INED	6	60												
		Non-Independent Non-Executive Directors	2	20												
Executive Directors (including MD)	2	20														
In addition to having a Board comprises a majority INEDs, Datuk Adinan bin Maning continues in his role as the Senior Independent Director, acting as a sounding Board to the Board Chairman as well as a principal conduit between the Chairman and the Independent Board members.																
An assessment on the independence of the INEDs is conducted on annual basis via evaluation form to ensure that the said INED fulfils the definition of “Independent Director” as stipulated in the MMLR.																
Explanation for departure	:															
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.																
Measure	:															
Timeframe	:															

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.3

The tenure of an independent director does 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 provide justification and seek annual shareholders' approval through a two-tier voting process.

Application	:	Applied						
Explanation on application of the practice	:	The Board Charter stipulates the tenure of Independent Directors shall generally be for a maximum period of nine (9) years in line with the MCCG. Upon completion of the nine (9) years, an Independent Director may continue to serve the Board subject to the Director’s re-designation as Non-Independent Director.						
		However, if the Board intends to retain an Independent Director beyond nine (9) years, it should provide justification and seek annual shareholders’ approval through a two-tier voting process.						
		As at 28 February 2022, all the six (6) Independent Directors have served the Board for less than nine (9) years tenure. The tenure of the Independent Directors is summarised below:						
		<table><tr><th>Years of Service</th><th>No. of Independent Directors</th></tr><tr><td>3 to less than 5</td><td>5</td></tr><tr><td>5 to less than 9</td><td>1</td></tr></table>	Years of Service	No. of Independent Directors	3 to less than 5	5	5 to less than 9	1
Years of Service	No. of Independent Directors							
3 to less than 5	5							
5 to less than 9	1							
Explanation for departure	:							
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.								
Measure	:							
Timeframe	:							

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.4 - Step Up

The board has a policy which limits the tenure of its independent directors to nine years without further extension.

Note: To qualify for adoption of this Step Up practice, a listed issuer must have a formal policy which limits the tenure of an independent director to nine years without further extension i.e. shareholders' approval to retain the director as an independent director beyond nine years.

Application	:	Not Adopted
Explanation on adoption of the practice	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.5

Appointment of board and senior management are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.

Directors appointed should be able to devote the required time to serve the board effectively. The board should consider the existing board positions held by a director, including on boards of non-listed companies. Any appointment that may cast doubt on the integrity and governance of the company should be avoided.

Application :	Applied
Explanation on application of the practice :	<p>Appointment of Directors on the Board and appointment of Senior Management of the Company are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.</p> <p>The NC conducts a “fit and suitable” assessment in recommending appointment of a Director, taking into consideration skills, experience, core competencies, background and personal qualities.</p> <p>The Board remains committed to ensuring that the Directors have the skills, knowledge and experience needed to effectively steer the Company forward. The key elements of competencies at Board and Senior Management level are industry experience and necessary knowledge.</p> <p>The present size and composition of the Board is optimum and well balanced, in terms of the required mix of skills, experience and core competencies as well as the need to safeguard the interests of the minority shareholders. The Board is well represented by individuals with diverse professional backgrounds and experience in the areas of financial services, law, finance and accounting, audit and taxation, commerce, sales and marketing, corporate branding, IT, public relations and public service. There is no individual Director or group of Directors who dominate the Board’s decision-making.</p> <p>The diversity in the race/ethnicity (cultural background), nationality, age and gender of the Board and Senior Management as at 28 February 2022 are as follows:</p>

	<table><tr><td rowspan="2"></td><td colspan="4">Race/Ethnicity</td><td colspan="2">Nationality</td></tr><tr><td>Malay</td><td>Chinese</td><td>Indian</td><td>Japanese</td><td>Malaysian</td><td>Japanese</td></tr><tr><td>Directors</td><td>3</td><td>3</td><td>1</td><td>3</td><td>7</td><td>3</td></tr><tr><td>Senior Management</td><td>1</td><td>16</td><td>4</td><td>5</td><td>21</td><td>5</td></tr></table>								Race/Ethnicity				Nationality		Malay	Chinese	Indian	Japanese	Malaysian	Japanese	Directors	3	3	1	3	7	3	Senior Management	1	16	4	5	21	5
		Race/Ethnicity				Nationality																												
		Malay	Chinese	Indian	Japanese	Malaysian	Japanese																											
	Directors	3	3	1	3	7	3																											
	Senior Management	1	16	4	5	21	5																											
	<table><tr><td rowspan="2"></td><td colspan="4">Age/Years</td><td colspan="2">Gender</td></tr><tr><td><41</td><td>41-50</td><td>51-60</td><td>>60</td><td>Male</td><td>Female</td></tr><tr><td>Directors</td><td>-</td><td>2</td><td>2</td><td>6</td><td>6</td><td>4</td></tr><tr><td>Senior Management</td><td>-</td><td>19</td><td>6</td><td>1</td><td>19</td><td>7</td></tr></table>								Age/Years				Gender		<41	41-50	51-60	>60	Male	Female	Directors	-	2	2	6	6	4	Senior Management	-	19	6	1	19	7
		Age/Years				Gender																												
		<41	41-50	51-60	>60	Male	Female																											
	Directors	-	2	2	6	6	4																											
	Senior Management	-	19	6	1	19	7																											
<p>The current composition of the Board includes individuals from various ethnic groups across various age bands and expertise, with female directors constituting 40% of the Board. Please refer to the Board of Directors’ Profiles in the Integrated Annual Report (“IAR”) 2022 for further information.</p> <p>The Board was satisfied with the level of time commitment given by the Directors in carrying out their duties and responsibilities. At present, none of the Board members hold more than five (5) directorships in listed companies.</p>																																		
Explanation for departure :																																		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>																																		
Measure :																																		
Timeframe :																																		

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.6

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.

If the selection of candidates was based on recommendations made by existing directors, management or major shareholders, the Nominating Committee should explain why these source(s) suffice and other sources were not used.

Application	:	Applied
Explanation on application of the practice	:	<p>In identifying candidates for appointment as Independent Director, the Board of the Company does not solely rely on recommendations from existing Board Members, management or major shareholders, but also considers referrals from independent sources and candidates identified through independent sources under the selection process.</p> <p>The NC is responsible for identifying and nominating suitable candidates for appointments to the Board through various sources such as directors' registry, independent search firms etc.</p> <p>Appointment of Independent Directors are made by the Board considering requirements in terms of Board diversity, mix of skills and core competencies as well as time commitment, any conflict of interest affecting appointment and assessment of suitability of the candidate based on the following aspects:</p> <ul style="list-style-type: none">• Probity, personal integrity and reputation, where the candidate must have personal qualities such as honesty, integrity, diligence, independence of mind and fairness;• Competence and capability, where the candidate must have the necessary skills, working experience, capability and commitment to carry out the role; and• Financial integrity, where the candidate must manage his/her debts or financial affairs prudently. <p>The key considerations and process for appointment to the Board are stated in the Board Charter.</p>

	<p>During the financial year, Mr. Daisuke Maeda (Managing Director) and Mr. Mitsugu Tamai (Non-Independent No-Executive Director) were appointed on 23 June 2021. Notwithstanding the two (2) newly appointed Directors were based on the recommendation made by the major shareholder, the NC has carried out the proposed appointment process and satisfied with their suitability based on the following factors before recommending them to the Board for appointment:</p> <ul style="list-style-type: none"> • skills, knowledge, expertise and experience; • professionalism and integrity; • commitment (including time commitment) and contribution; • background, character and competence; • fit and suitable criteria; and • boardroom diversity. <p>The Board has in the past utilised an independent source to identify suitable directorship candidate for INEDs. The Board will continue the use of a myriad of resources to source for candidates based on recommendations from independent sources including referrals from industry or professional associations in future appointment of Directors.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.7

The board should ensure shareholders have the information they require to make an informed decision on the appointment and reappointment of a director. This includes details of any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the board and to act in the best interests of the listed company as a whole. The board should also provide a statement as to whether it supports the appointment or reappointment of the candidate and the reasons why.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board of Directors' Profiles are published in the IAR 2022. These include their age, gender, tenure of service, directorships in other companies, working experience and any conflict of interest.</p> <p>As stipulated in the Board Charter, the Board has the responsibility to ensure that shareholders have the information they required to make an informed decision on the appointment and reappointment of a Director which includes the details of any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the Board and to act in the best interest of the Group as a whole.</p> <p>The Board Charter which is available on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p> <p>During FYE2022, the Board has not recommended any appointment of new director and re-appointment of director for retention as Independent Director to the shareholders for approval besides the re-election of Directors.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.8

The Nominating Committee is chaired by an Independent Director or the Senior Independent Director.

Application	:	Applied								
Explanation on application of the practice	:	<p>The NC of the Company is currently chaired by Mr Tomokatsu Yoshitoshi, an Independent Non-Executive Director.</p> <p>The NC members as at 28 February 2022 were as follows:</p> <table><tr><th>No.</th><th>Name of Director / Directorate</th></tr><tr><td>1</td><td>Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director</td></tr><tr><td>2</td><td>Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director</td></tr><tr><td>3</td><td>S Sunthara Moorthy A/L S Subramaniam – Member / Independent Non-Executive Director</td></tr></table> <p>During the financial year, Mr Ng Eng Kiat was appointed as a member of the NC on 23 June 2021 in place of Dato’ Md Kamal bin Ismaun who retired as a Director of the Company at the Twenty-Fourth (“24th”) AGM on 23 June 2021. Subsequently, upon the resignation of Mr Ng Eng Kiat as a member of the NC on 31 December 2021, Mr S Sunthara Moorthy A/L S Subramaniam was appointed as a member of the NC with effect from 1 January 2022.</p> <p>The NC is responsible for making recommendation to the Board on the optimum size of the Board, formalising a transparent procedure for proposing new nominees to the Board and Board Committees and ensuring the interest of the minority shareholders is fairly reflected on the Board.</p> <p>The roles and responsibilities of NC include the following:</p>	No.	Name of Director / Directorate	1	Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director	2	Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director	3	S Sunthara Moorthy A/L S Subramaniam – Member / Independent Non-Executive Director
No.	Name of Director / Directorate									
1	Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director									
2	Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director									
3	S Sunthara Moorthy A/L S Subramaniam – Member / Independent Non-Executive Director									

	<ul style="list-style-type: none"> i) To review annually and recommend appropriate criteria for a balanced Board in terms of structure, size and composition of the Board and committees including the required mix of skills and experience, core competencies which non-executive directors should bring to the Board and other qualities to function effectively and efficiently; ii) To consider, evaluate and propose any new Board appointments, having regard to criteria for a balanced Board; iii) To consider, evaluate and propose the appointment of the MD, Executive Director and Executive Officer; iv) To review and recommend appointment of Directors to Board Committees; v) To review and recommend re-election of existing Directors under retirement by rotation based on provisions in the Company's Constitution, having regard to the annual assessment made for the relevant Directors; vi) To develop, maintain and review the criteria and processes to be used in the Board recruitment and annual assessment of the Board, Board Committees and each Director; vii) To assess annually the independence of its Independent Directors; viii) To review training and orientation requirements for each individual Director, recommend appropriate plans and programmes as well as facilitate Board induction programme for newly appointed Directors; ix) To recommend to the Board the Company's gender diversity policies and discuss measures taken to meet the policy requirements; x) To review and make recommendations to the Board on the succession plan for key positions in the Company to ensure continuity in senior management; and xi) To recommend to the Board protocol for accepting new directorships in other companies. <p>The Terms of Reference of the NC is published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>
Explanation for departure	:

Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.

Measure	:		
Timeframe	:		

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.9

The board comprises at least 30% women directors.

Application	:	Applied
Explanation on application of the practice	:	<p>As stipulated in the Board Charter, the Board has adopted the policy of having at least 30% female representation on the Board, recognising the value of gender diversity towards providing insights from different perspectives for decision making.</p> <p>As at 28 February 2022, the Board comprises ten (10) Directors, four (4) of whom are female Directors, representing 40% of the total Board Members.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.10

The board discloses in its annual report the company's policy on gender diversity for the board and senior management.

Application	:	Applied	
Explanation on application of the practice	:	As stipulated in the Board Charter, the Board has adopted the policy of having at least 30% female representation on the Board, recognising the value of gender diversity towards providing insights from different perspectives for decision making. The Board has disclosed the Group’s gender diversity for the Board and Management on pages 80 and pages 71 of IAR 2022 respectively.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

Stakeholders are able to form an opinion on the overall effectiveness of the board and individual directors.

Practice 6.1

The board should undertake a formal and objective annual evaluation to determine the effectiveness of the board, its committees and each individual director. The board should disclose how the assessment was carried out its outcome, actions taken and how it has or will influence board composition.

For Large Companies, the board engages an independent expert at least every three years, to facilitate objective and candid board evaluation.

Note: For a Large Company to qualify for adoption of this practice, it must undertake annual board evaluation and engage an independent expert at least every three years to facilitate the evaluation.

Application	:	Applied
Explanation on application of the practice	:	<p>The NC reviews annually the effectiveness of the Board and Board Committees as well as the performance of individual Directors.</p> <p>In respect of the assessment for the FYE2022, the Board has engaged an external consultant, Boardroom Corporate Services Sdn. Bhd. to conduct the Board Evaluation Exercise (BEE) to help the NC to assess the performance of each member of the Board, Board Committees, the Board as a whole as well as Managing Director and Chief Financial Officer and identify areas of improvement/change on its structure, composition, practices and procedures. The compliance of the level of “Independence” of INEDs was also evaluated.</p> <p>The BEE combined both self and peer performance assessment and evaluation by completing the customised assessment forms and questionnaires.</p> <p>A summary report of the assessment and comments made by Directors, including the following areas identified from the BEE, were tabled to the NC and Board for review:</p> <ul style="list-style-type: none">i) Areas of strengths/positive highlights and areas of improvement; andii) Suggested action plans to address the areas of improvement identified.

	<p>The areas of strength/positive highlights were:</p> <ul style="list-style-type: none"> i) Appropriate Board configuration and diversity; ii) Right mix of skill and experience. The Board is well represented by individuals with diverse professional backgrounds and experience in the areas of financial services, law, finance and accounting, audit and taxation, commerce, sales and marketing, corporate branding, IT, public relations and public service; iii) Board members demonstrated professionalism, integrity and objectivity. There was mutual trust and respect within the Board. iv) The overall effectiveness of the respective Board Committees in assisting the Board in the execution of its duties and responsibilities was rated high. <p>The Board had discussed and agreed on the main areas of improvement as follows:</p> <ul style="list-style-type: none"> i) Succession planning for Board and Board Committees; ii) Performance framework to take into account sustainability considerations in key performance indicators (KPI)/targets; iii) Information flow and Board administration, where off-site meeting among non-executive Directors to discuss the strategies, governance and other pertinent issues are encouraged. <p>Based on the BEE findings, the Board was satisfied that the present size and composition of the Board is optimum and well balanced, in terms of the required mix of skills, experience and core competencies as well as the need to safeguard the interests of the minority. It was acknowledged that all the six (6) Independent Directors fulfil all the requirements under the MMLR of Bursa Securities and other assessment criteria of independence, and they continue to demonstrate their independence through their engagement and bringing independent judgment to decision.</p> <p>The Board was also satisfied that the Board as a whole, Board Committees and individual Directors have contributed positively and performed effectively during the FYE2022.</p>
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Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

The level and composition of remuneration of directors and senior management take into account the company's desire to attract and retain the right talent in the board and senior management to drive the company's long-term objectives.

Remuneration policies and decisions are made through a transparent and independent process.

Practice 7.1

The board has remuneration policies and procedures to determine the remuneration of directors and senior management, which takes into account the demands, complexities and performance of the company as well as skills and experience required. The remuneration policies and practices should appropriately reflect the different roles and responsibilities of non-executive directors, executive directors and senior management. The policies and procedures are periodically reviewed and made available on the company's website.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has in place policies and procedures to determine the remuneration of Directors and Senior Management, which takes into account the responsibilities, the skills and experience required, and the performance of the Company, relevant business unit and the individual. Further, the said policies and procedures are aligned with the business strategy and long-term objectives of the Company.</p> <p>As spelt out in the Board Charter, the Company shall provide a fair, reasonable and competitive remuneration for its Executive and Non-Executive Directors to ensure that the Company attracts and retains high calibre Directors who have the skills, experience and knowledge to increase entity value for the benefit of all shareholders. The Company's Remuneration Policy and Procedures is reviewed periodically and published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		

Measure	:		
Timeframe	:		

Intended Outcome

The level and composition of remuneration of directors and senior management take into account the company's desire to attract and retain the right talent in the board and senior management to drive the company's long-term objectives.

Remuneration policies and decisions are made through a transparent and independent process.

Practice 7.2

The board has a Remuneration Committee to implement its policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of board and senior management.

The Committee has written Terms of Reference which deals with its authority and duties and these Terms are disclosed on the company's website.

Application	:	Applied								
Explanation on application of the practice	:	<p>The Company has established a Remuneration Committee (“RC”) comprising three (3) members, consisting of Independent Non-Executive Directors. The RC members as at 28 February 2022 were as follows:</p> <table><tr><th>No.</th><th>Name of Director / Directorate</th></tr><tr><td>1</td><td>Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director</td></tr><tr><td>2</td><td>Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director</td></tr><tr><td>3</td><td>Rashidah Binti Abu Bakar – Member / Independent Non-Executive Director</td></tr></table> <p>Upon the resignation of Mr Ng Eng Kiat as a member of the RC with effect on 31 December 2021, Puan Rashidah binti Abu Bakar was appointed as a member of the Remuneration Committee with effect from 1 January 2022.</p> <p>Among others, the RC is responsible for the review of remuneration of Executive Directors, Non-Executive Directors and the Senior Management on annual basis and making the relevant recommendations to the Board. The RC shall ensure that the remuneration packages recommended are based on the criteria set out in the remuneration policy for Directors and Senior Management.</p>	No.	Name of Director / Directorate	1	Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director	2	Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director	3	Rashidah Binti Abu Bakar – Member / Independent Non-Executive Director
No.	Name of Director / Directorate									
1	Tomokatsu Yoshitoshi – Chairman / Independent Non-Executive Director									
2	Datin Yasmin Ahmad Merican – Member / Independent Non-Executive Director									
3	Rashidah Binti Abu Bakar – Member / Independent Non-Executive Director									

	<p>The RC may invite the MD, the Head of Human Resources, external advisers and other persons to attend all or part of any meetings as and when deemed necessary by the RC.</p> <p>The roles and responsibilities of the RC comprise the following:</p> <ul style="list-style-type: none"> i) Assist the Board in development, implementation and review of policies and procedures pertaining to structure, components and level of remuneration of Directors and Senior Management; ii) Review and recommend to the Board the remuneration of newly appointed Directors and Board Committee members; and iii) Review and recommend to the Board the annual revision, if any, of fees, salaries and other remuneration components of Non-Executive Directors and Executive Directors as well as quantum of performance-linked rewards payable to Executive Directors, subject to the approval of remuneration payable to Non-Executive Directors by shareholders in general meeting of the Company. <p>The Terms of Reference of the RC is published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 8.1

There is detailed disclosure on named basis for the remuneration of individual directors. The remuneration breakdown of individual directors includes fees, salary, bonus, benefits in-kind and other emoluments.

Application	:	Applied
Explanation on application of the practice	:	The details of the remuneration paid/payable for FYE2022 to individual Directors of the Company is set out below on named basis, duly categorised into appropriate components including fees, salaries, bonus, benefits-in-kind and other emoluments:

No	Name	Directorate	Company ('000)							Group ('000)						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Ng Eng Kiat	Non-Executive Non-Independent Director	326	0	0	0	31	0	357	326	0	0	0	31	0	357
2	Daisuke Maeda (appointed on 23 June 2021)	Executive Director	0	110	384	0	22	40	556	0	110	384	0	22	40	556
3	Tomokatsu Yoshitoshi	Independent Director	188	0	0	0	0	0	188	188	0	0	0	0	0	188
4	S. Sunthara Moorthy S. Subramaniam	Independent Director	207	0	0	0	0	0	207	207	0	0	0	0	0	207
5	Datuk Adinan bin Maning	Independent Director	192	0	0	0	0	0	192	192	0	0	0	0	0	192
6	Datin Khoo Pek Ling	Independent Director	185	0	0	0	0	0	185	185	0	0	0	0	0	185
7	Datin Yasmin Ahmad Merican	Independent Director	170	0	0	0	0	0	170	170	0	0	0	0	0	170
8	Rashidah Binti Abu Bakar	Independent Director	166	0	0	0	0	0	166	166	0	0	0	0	0	166
9	Lee Tyan Jen	Executive Director	0	0	468	67	9	85	629	0	0	468	67	9	85	629
10	Mitsugu Tamai (appointed on 23 June 2021)	Non-Executive Non-Independent Director	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Yuro Kisaka (retired on 23 June 2021)	Executive Director	0	59	129	100	7	11	306	0	59	129	100	7	11	306
12	Dato' Md Kamal bin Ismaun (retired on 23 June 2021)	Non-Executive Non-Independent Director	63	0	0	0	0	0	63	63	0	0	0	0	0	63

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 8.2

The board discloses on a named basis the top five senior management's remuneration component including salary, bonus, benefits in-kind and other emoluments in bands of RM50,000.

Application	:	Departure									
Explanation on application of the practice	:										
Explanation for departure	:	<p>The Company has opted not to disclose the detailed remuneration of Senior Management personnel in bands of RM50,000 on a named basis in order to maintain confidentiality of each remuneration package, aligned with the Company’s efforts to attract and retain talent in a competitive employment market.</p> <p>Nevertheless, disclosure of the aggregate remuneration (including salaries, bonus, other contributions and benefits-in-kind) paid/payable to the top five (5) Senior Management personnel for FYE2022 is set out below, in bands of RM50,000:</p> <table><tr><th>Remuneration Band</th><th>No. of Senior Management personnel</th></tr><tr><td>RM500,001 to RM550,000</td><td>1</td></tr><tr><td>RM550,001 to RM600,000</td><td>2</td></tr><tr><td>RM600,001 to RM650,000</td><td>2</td></tr></table>		Remuneration Band	No. of Senior Management personnel	RM500,001 to RM550,000	1	RM550,001 to RM600,000	2	RM600,001 to RM650,000	2
Remuneration Band	No. of Senior Management personnel										
RM500,001 to RM550,000	1										
RM550,001 to RM600,000	2										
RM600,001 to RM650,000	2										
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.											
Measure	:	The Company will closely monitor the development in the market in respect of such disclosure for future consideration.									
Timeframe	:	Others									

No	Name	Position	Company					
			Salary	Allowance	Bonus	Benefits	Other emoluments	Total
1	Input info here	Input info here	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.
2	Input info here	Input info here	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.
3	Input info here	Input info here	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.
4	Input info here	Input info here	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.
5	Input info here	Input info here	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.	Choose an item.

Intended Outcome

Stakeholders are able to assess whether the remuneration of directors and senior management is commensurate with their individual performance, taking into consideration the company's performance.

Practice 8.3 - Step Up

Companies are encouraged to fully disclose the detailed remuneration of each member of senior management on a named basis.

Application	:	Not Adopted
Explanation on adoption of the practice	:	Not applicable

No	Name	Position	Company ('000)					
			Salary	Allowance	Bonus	Benefits	Other emoluments	Total
1	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
2	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
3	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
4	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
5	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 9.1

The Chairman of the Audit Committee is not the Chairman of the board.

Application	:	Applied
Explanation on application of the practice	:	<p>The positions of Chairman of the Board and Chairman of the AC are held by separate individuals. The Chairman of the AC is Mr S Sunthara Moorthy A/L S Subramaniam, an Independent Non-Executive Director, while Mr Ng Eng Kiat is the Chairman of the Board.</p> <p>The qualifications and experience of the AC members are included in the Board of Directors' Profiles in the IAR 2022.</p> <p>The Terms of Reference of the AC is available on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 9.2

The Audit Committee has a policy that requires a former partner of the external audit firm of the listed company to observe a cooling-off period of at least three years before being appointed as a member of the Audit Committee.

Application	:	Applied
Explanation on application of the practice	:	<p>None of the current members of the AC has been associated with or held any senior leadership position with the Company's appointed external auditors in the previous years. This serves to safeguard the independence of the audit on the Company's financial statements by avoiding the potential threats which may arise when a former key audit partner is in a position to exert significant influence over the audit or preparation of the Company's financial statements.</p> <p>The Terms of Reference of the AC requires a former key audit partner to observe a cooling-off period of three (3) years before being appointed as AC member by the Company, or any of its related corporations.</p> <p>The Terms of Reference of the AC is accessible on AEON's website at https://www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 9.3

The Audit Committee has policies and procedures to assess the suitability, objectivity and independence of the external auditor to safeguard the quality and reliability of audited financial statements.

Application	:	Applied
Explanation on application of the practice	:	<p>The roles of the AC are to assess the suitability, objectivity and independence of the external auditor provided under the Terms of Reference of the AC, which stipulates the responsibilities and duties of the Committee, amongst others to:</p> <ul style="list-style-type: none">• Review with the external auditors, the audit scope and plan including any changes to the planned scope of the audit and the proposed audit fees in connection with the statutory audit.• Review the suitability, independence and objectivity of the external auditors and their services, including non-audit services.• To consider the appointment/ re-appointment of the external auditors, the terms of reference of the said appointment/ re-appointment and any question on resignation and dismissal of external auditors before making a recommendation to the Board.• Review and recommend to the Board for approval the non-audit services rendered by the external auditors and/or its network firms or its affiliates to the Group for the financial year, including the nature of the non-audit services, fees for the non-audit services (individually and in aggregate) relative to the external audit fees and safeguards deployed to eliminate or reduce the threat to objectivity and independence in the conduct of the external audit resulting from the non-audit services provided. <p>The AC had reviewed and assessed the external auditors, Messrs Deloitte PLT's performance for the FYE2022. Areas assessed included the level of knowledge, technical competencies, capabilities, adequacy of specialist support and the accessibility of senior audit partners and time committed.</p>

	<p>Deloitte PLT had also provided assurance that they have not identified any breach of independence and is in compliance with the independence requirement in accordance with the relevant professional and regulatory requirements in respect of the Audited Financial Statements of the Group for FYE2022.</p> <p>The AC was satisfied with Messrs. Deloitte PLT's technical competence and audit independence and recommended the re-appointment of Deloitte PLT as the auditors for the Board's consideration for recommendation for shareholders' approval at the AGM to be held in 2022.</p>	
Explanation for departure	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 9.4 - Step Up

The Audit Committee should comprise solely of Independent Directors.

Application	:	Adopted								
Explanation on adoption of the practice	:	<div>As at 28 February 2022, the AC comprised three (3) members, all of whom are Independent Directors:</div> <table><tr><th>No.</th><th>Name of Director / Directorate</th></tr><tr><td>1</td><td>S Sunthara Moorthy A/L S Subramaniam – Chairman / Independent Non-Executive Director</td></tr><tr><td>2</td><td>Datuk Adinan bin Maning – Member / Senior Independent Non-Executive Director</td></tr><tr><td>3</td><td>Datin Khoo Pek Ling – Member / Independent Non-Executive Director</td></tr></table>	No.	Name of Director / Directorate	1	S Sunthara Moorthy A/L S Subramaniam – Chairman / Independent Non-Executive Director	2	Datuk Adinan bin Maning – Member / Senior Independent Non-Executive Director	3	Datin Khoo Pek Ling – Member / Independent Non-Executive Director
No.	Name of Director / Directorate									
1	S Sunthara Moorthy A/L S Subramaniam – Chairman / Independent Non-Executive Director									
2	Datuk Adinan bin Maning – Member / Senior Independent Non-Executive Director									
3	Datin Khoo Pek Ling – Member / Independent Non-Executive Director									

Intended Outcome

There is an effective and independent Audit Committee.

The board is able to objectively review the Audit Committee's findings and recommendations. The company's financial statement is a reliable source of information.

Practice 9.5

Collectively, the Audit Committee should possess a wide range of necessary skills to discharge its duties. All members should be financially literate, competent and are able to understand matters under the purview of the Audit Committee including the financial reporting process.

All members of the Audit Committee should undertake continuous professional development to keep themselves abreast of relevant developments in accounting and auditing standards, practices and rules.

Application	:	Applied
Explanation on application of the practice	:	<p>All members of the AC are financially literate and possess the necessary skills to discharge their duties. Further, the current AC composition is aligned towards the need for AC members to have sufficient understanding of the Group's business as well as to adopt analytical and meticulous approach in reviewing the Group's financial reporting processes, transactions and other financial information.</p> <p>The Chairman of the AC, Mr S Sunthara Moorthy A/L S Subramaniam, is a Fellow Member of the Association of Chartered Certified Accountants (ACCA) and a member of the Malaysian Institute of Accountants (MIA). He has over thirty (30) years of experience, mainly in general management, strategic business development, corporate finance, accountancy, tax and audit.</p> <p>Datuk Adinan bin Maning has thirty (30) years of working experience in the banking sector, including ten (10) years as the Chief Executive Officer of Bank Simpanan Nasional until his retirement in 2017. He has also served as senior management level in several other large corporations in Malaysia.</p>

	<p>Datin Khoo Pek Ling is a fellow member of the Institute of Chartered Accountants England & Wales, a member of the Malaysian Institute of Certified Public Accountants, a member of the MIA and a member of the Chartered Tax Institute of Malaysia. She was in public practice as an accountant for more than thirty (30) years until her retirement in 2018, including as a senior partner of a medium-size firm of certified public accountants.</p> <p>All AC members are aware of the need to undertake professional development from time to time to keep abreast of industry developments. Details of the trainings attended by the Directors, including AC members, are set out in IAR 2022.</p>			
Explanation for departure	:			
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>				
Measure	:			
Timeframe	:	<table border="1"> <tr> <td></td><td></td></tr> </table>		

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 10.1

The board should establish an effective risk management and internal control framework.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board has overall responsibility for establishing a framework for good corporate governance within the Company, including the processes for risk management and internal control.</p> <p>Details of the Company's risk management and internal control framework are set out in the Statement of Risk Management and Internal Control ("SORMIC") in IAR 2022. The Board is assisted by AC and Board Risk Committee ("BRC") in reviewing the adequacy and effectiveness of the Company's risk management and internal control framework.</p> <p>The Board has established a strong risk management and corporate governance structure that is important in setting the culture towards effective risk management and corporate governance structure. The Board is assisted by the Risk Management Committee and BRC to oversee all matters regarding risk, compliance and corporate governance.</p> <p>The AC and BRC report their activities and provide recommendations to the Board on quarterly basis.</p>
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 10.2

The board should disclose the features of its risk management and internal control framework, and the adequacy and effectiveness of this framework.

Application	:	Applied
Explanation on application of the practice	:	<p>The features of the risk management and internal control framework are set out in the SORMIC in IAR 2022.</p> <p>AEON Credit has adopted Enterprise Risk Management Framework (ERMF) that sets out the mechanism and processes in managing risk. The ERMF has strengthened the risk management practices through integration of ERMF with business practices for better decision making and ultimately enhance business performance to preserve the Group's long-term value. The key features of ERMF include:</p> <ul style="list-style-type: none"> i) Risk Appetite; ii) Risk Governance and Oversight; iii) Risk and Compliance Culture; and iv) Risk Management Process. <p>The Board has established primary processes in reviewing the adequacy and integrity of the system of internal control which includes, among others, the following:</p> <ul style="list-style-type: none"> i) Annual business plan and budget; ii) Core value and Code of Conduct; iii) Corporate decision authority matrix; and iv) Written operating procedures. <p>As stated in the SORMIC, the Board is satisfied with the adequacy and effectiveness of the Company's risk management and internal control framework for the FYE2022.</p>

Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

The board is provided with reasonable assurance that adverse impact arising from a foreseeable future event or situation on the company's objectives is mitigated and managed.

Practice 10.3 - Step Up

The board establishes a Risk Management Committee, which comprises a majority of independent directors, to oversee the company's risk management framework and policies.

Application	:	Adopted								
Explanation on adoption of the practice	:	<p>The Board has established the BRC to oversee the Company’s risk management framework and policies. The BRC comprises three (3) Independent Directors as set out below:</p> <table><tr><th>No.</th><th>Name of Director / Directorate</th></tr><tr><td>1</td><td>Datuk Adinan bin Maning – Chairman / Senior Independent Non-Executive Director</td></tr><tr><td>2</td><td>Datin Khoo Pek Ling – Member / Independent Non-Executive Director</td></tr><tr><td>3</td><td>Ms Rashidah binti Abu Bakar – Member / Independent Non-Executive Director</td></tr></table> <p>In FYE2022, the BRC has amongst others, reviewed and recommended various risk and compliance related policies of the Company for Board’s approval, reviewed and deliberated market/environment and emerging risks and discussed on legal and compliance matters.</p> <p>The Terms of Reference of the BRC is published on the corporate website at www.aeoncredit.com.my/aeon-corporate/corporate-governance.</p>	No.	Name of Director / Directorate	1	Datuk Adinan bin Maning – Chairman / Senior Independent Non-Executive Director	2	Datin Khoo Pek Ling – Member / Independent Non-Executive Director	3	Ms Rashidah binti Abu Bakar – Member / Independent Non-Executive Director
No.	Name of Director / Directorate									
1	Datuk Adinan bin Maning – Chairman / Senior Independent Non-Executive Director									
2	Datin Khoo Pek Ling – Member / Independent Non-Executive Director									
3	Ms Rashidah binti Abu Bakar – Member / Independent Non-Executive Director									

Intended Outcome

Companies have an effective governance, risk management and internal control framework and stakeholders are able to assess the effectiveness of such a framework.

Practice 11.1

The Audit Committee should ensure that the internal audit function is effective and able to function independently.

Application	:	Applied
Explanation on application of the practice	:	<p>Pursuant to Paragraph 15.27 of the MMLR, the Board has established an in-house internal audit function, which is independent of the activities it audits. The primary responsibility of the Internal Audit Division (“IAD”) is to provide independent and objective assessment on the adequacy and effectiveness of the risk management, internal control, anti-corruption, whistle-blowing and governance processes implemented by the Management.</p> <p>IAD’s mission, scope of work, responsibilities and authority are governed by its Internal Audit Charter, which is approved by the AC. To reflect the independence of the internal audit function, the Head of IAD reports functionally to the AC and administratively to the MD, and has unfettered access to the AC. Through this reporting relationship, the AC also ensured that the IAD has the authority to carry out their work objectively and independently. The AC approved the IAD’s annual audit plan including its scope, coverage and the resource requirements of the internal audit function to carry out its work.</p> <p>Internal Audit Reports arising from the audits and reviews conducted by IAD were tabled to the AC for review and deliberation at the AC Meetings. The progress of agreed remedial action plans on audit issues were also tabled to the AC for review and deliberation to ensure that remedial measures are implemented by the Management promptly and appropriately.</p> <p>During FYE2022, the AC held two (2) meetings with the Head of IAD without the presence of the Executive Board members and Management staff of the Company to discuss any issues or significant matters which the Head of IAD wished to raise. The AC also evaluated the performance and effectiveness of the internal audit function pursuant to Paragraph 15.12 of the MMLR including the scope, functions, competency and resources of the IAD to ensure the internal</p>

	audit function is effective and able to function independently.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Companies have an effective governance, risk management and internal control framework and stakeholders are able to assess the effectiveness of such a framework.

Practice 11.2

The board should disclose—

- whether internal audit personnel are free from any relationships or conflicts of interest, which could impair their objectivity and independence;
- the number of resources in the internal audit department;
- name and qualification of the person responsible for internal audit; and
- whether the internal audit function is carried out in accordance with a recognised framework.

Application	:	Applied
Explanation on application of the practice	:	<p>The internal audit function is carried out based on a risk-based approach guided by the Internal Audit Charter as well as the Internal Audit Policy and Procedure. The IAD adopts the standards / practices encapsulated in the International Standards for the Professional Practice of Internal Auditing, promulgated by the Institute of Internal Auditors (“IIA”), in performing its work. The IAD personnel are free from any relationships or conflict of interest, which could impair their objectivity and independence. As guided by the Internal Audit Charter, Policy and Procedure, the IAD maintained its independence and impartiality in the performance of audit work.</p> <p>In accordance with the IAD’s Internal Audit Charter on Independence and Objectivity, the IAD is required to confirm to the AC, at least annually, the organisational independence of the internal audit activity. This is also in accordance with Standard 1110 on Organisational Independence of the International Standards for Professional Practice of Internal Auditing. In relation to this, all IAD personnel, including the Head of IAD, have confirmed to the AC in December 2021 via the annual declaration that they have applied and upheld the principles stated in the IAD Code of Ethics and are free from any relationship or conflict of interest, which could impair their objectivity and independence.</p> <p>The IAD is staffed by sixteen (16) personnel with four (4) staff in managerial positions. The Head of IAD, Phang Chee Chong oversees the Internal Audit function. He is a Chartered Member of the Institute of Internal Auditors Malaysia (CMIIA), Certified Internal Auditor (CIA),</p>

	Certified Financial Services Auditor (CFSA) by the IIA, Certified Information Systems Auditor (CISA) by ISACA, Certified Bank Auditor (CBA) from AICB and Certified Fraud Examiner (CFE) from ACFE. He has a Master of Business Administration (MBA) from Southern Cross University, Australia and also acquired the Certification in Risk Management Assurance (CRMA) by the IIA, Certified in Risk and Information Systems Control (CRISC) and Certified in the Governance of Enterprise IT (CGEIT) by ISACA.	
Explanation for departure :		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure :		
Timeframe :		

Intended Outcome

There is continuous communication between the company and stakeholders to facilitate mutual understanding of each other's objectives and expectations.

Stakeholders are able to make informed decisions with respect to the business of the company, its policies on governance, the environment and social responsibility.

Practice 12.1

The board ensures there is effective, transparent and regular communication with its stakeholders.

Application	:	Applied
Explanation on application of the practice	:	<p>The Board is committed to the principles set out in Bursa Securities' Corporate Disclosure Guide and compliance with applicable laws to ensure comprehensive, accurate and timely disclosures relating to the Company to the stakeholders. The Board is aware of its accountability to the shareholders and other stakeholders, and that constant communication with stakeholders enables the Company to understand stakeholders' concerns and to take these concerns into account when making decisions. Investor relations, corporate governance and other corporate information are available from the corporate website at www.aeoncredit.com.my/aeon-corporate/about-us.</p> <p>A dedicated Investor Relations e-mail contact has also been made available at the Company's website for shareholders to submit queries or comments on any issue of concern via ir_info@aeoncredit.com.my.</p> <p>Apart from the above, the Company emphasises on two-way communication with all stakeholders who are impacted by or have the ability to influence the business, and continuously engage with these stakeholders to address their needs and concerns on issues related to the business operations through various channels such as meetings, engagements and participation in events involving regulators, industry associations, business partners, merchants, segments of local community etc.</p> <p>The materiality matters and communication with the stakeholders are set out in the Sustainability Statement of the Company in IAR 2022.</p>

Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is continuous communication between the company and stakeholders to facilitate mutual understanding of each other's objectives and expectations.

Stakeholders are able to make informed decisions with respect to the business of the company, its policies on governance, the environment and social responsibility.

Practice 12.2

Large companies are encouraged to adopt integrated reporting based on a globally recognised framework.

Application	:	Applied	
Explanation on application of the practice	:	<p>In order to provide various stakeholders with balanced, comparable and meaningful overview of the Company's performance, operations, financial health, prospects and sustainability governance/practices, AEON Credit has embarked on its Integrated Reporting (<IR>) journey .</p> <p>This is the second year for the Company in its adoption of Integrated Reporting (IR) Framework set out by the International Integrated Reporting Council's (IIRC). The Company will continue to identify and attempt to narrow the gaps in the annual report against the <IR> framework in stages.</p> <p>The Board is committed on the <IR> journey in tandem with the expectations of stakeholders for quality disclosures with integrity and transparency.</p>	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.1

Notice for an Annual General Meeting should be given to the shareholders at least 28 days prior to the meeting.

Application	:	Applied	
Explanation on application of the practice	:	<p>The Board ensures that shareholders are given sufficient notice and time to consider the resolutions that will be discussed and decided at the AGM of the Company.</p> <p>The Notice of AGM is advertised in a national daily newspaper, published on the Company’s website before the AGM and dispatched to the shareholders together with the IAR. The Notice of the 24th AGM for 2021 was sent to shareholders on 20 May 2021, which is more than 28 days before the AGM held on 23 June 2021.</p>	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.2

All directors attend General Meetings. The Chair of the Audit, Nominating, Risk Management and other committees provide meaningful response to questions addressed to them.

Application	:	Applied				
Explanation on application of the practice	:	All eleven (11) directors attended and participated in the 24 th AGM of the Company held on 23 June 2021 which was conducted virtually, either in person at Level 18, UOA Corporate Tower, Avenue 10, The Vertical, Bangsar South City, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur (“Main Venue”) or via video conferencing, as set out in the below table:				
		<table><tr><th>Physically present at Main Venue</th><th>Participation via video conferencing</th></tr><tr><td>1. Mr. Ng Eng Kiat (Chairman) 2. Mr. Yuro Kisaka 3. Datuk Adinan bin Maning</td><td>1. Dato’ Md Kamal bin Ismaun 2. Tomokatsu Yoshitoshi 3. S Sunthara Moorthy A/L S Subramaniam 4. Datin Khoo Pek Ling 5. Datin Yasmin Ahmad Merican 6. Rashidah binti Abu Bakar 7. Masaaki Mangetsu 8. Lee Tyan Jen</td></tr></table>	Physically present at Main Venue	Participation via video conferencing	1. Mr. Ng Eng Kiat (Chairman) 2. Mr. Yuro Kisaka 3. Datuk Adinan bin Maning	1. Dato’ Md Kamal bin Ismaun 2. Tomokatsu Yoshitoshi 3. S Sunthara Moorthy A/L S Subramaniam 4. Datin Khoo Pek Ling 5. Datin Yasmin Ahmad Merican 6. Rashidah binti Abu Bakar 7. Masaaki Mangetsu 8. Lee Tyan Jen
	Physically present at Main Venue	Participation via video conferencing				
1. Mr. Ng Eng Kiat (Chairman) 2. Mr. Yuro Kisaka 3. Datuk Adinan bin Maning	1. Dato’ Md Kamal bin Ismaun 2. Tomokatsu Yoshitoshi 3. S Sunthara Moorthy A/L S Subramaniam 4. Datin Khoo Pek Ling 5. Datin Yasmin Ahmad Merican 6. Rashidah binti Abu Bakar 7. Masaaki Mangetsu 8. Lee Tyan Jen					
	During the AGM, the MD and Chief Financial Officer (“CFO”) provided shareholders with a presentation on the Company’s financial performance and operations and responded to questions submitted in advance by the Minority Shareholders’ Watch Group. Shareholders, proxies and corporate representatives were encouraged to actively participate by submitting their questions in real time via the chat box pertaining to the Company’s business and operations, and other queries/clarifications in connection with the resolutions being proposed at the AGM before putting the resolutions to vote.					

	<p>The proceedings of the 24th AGM were recorded in the minutes of the meeting and made available within thirty (30) business days after the meeting on AEON Credit's website at</p> <p>https://www.aeoncredit.com.my/aeon-corporate/investor-relations/agm-egm.</p>	
Explanation for departure	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Measure	:	
Timeframe	:	

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.3

Listed companies should leverage technology to facilitate—

- voting including voting in absentia; and
- remote shareholders' participation at general meetings.

Listed companies should also take the necessary steps to ensure good cyber hygiene practices are in place including data privacy and security to prevent cyber threats.

Application	:	Applied
Explanation on application of the practice	:	<p>Due to the COVID-19 pandemic and the Movement Control Order imposed by the Malaysian Government, the 24th AGM was conducted virtually on 23 June 2021 through live streaming and online remote voting via the Remote Participation and Electronic Voting ("RPEV") facilities provided by the Company's appointed share registrar, Boardroom Share Registrars Sdn Bhd ("Boardroom") via https://web.lumiagm.com/. The 24th AGM was broadcasted live from Level 18, UOA Corporate Tower, Avenue 10, The Vertical, Bangsar South City, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur, being the Main Venue of the AGM where the Chairman of the Meeting was present.</p> <p>The security, confidentiality, integrity, and availability of LUMI AGM application are vital to conducting a successful AGM. The LUMI platform is regularly and extensively tested using independent, accredited third party experts. All LUMI AGM systems and suppliers' services are certified with the ISO/IEC 27001:2013 international standard. This provides a robust, auditable and externally verified framework of controls designed to maintain the confidentiality, integrity and availability of customer information and the personal data LUMI processes on their behalf. LUMI uses strong, industry best-practice encryption techniques to ensure customer data is protected from unauthorised access. All data is encrypted, with all keys managed directly by LUMI. There is also audit trail on respective LUMI system.</p> <p>The Administrative Details which set out all the details of the AGM was published on the Company and Bursa Securities' website to facilitate shareholders' registration and participation at the virtual AGM. The AGM was attended by 737 members, comprising shareholders, proxies</p>

	<p>and corporate representatives, via the RPV facilities provided, albeit no shareholders/proxies were allowed to be physically present at the Main Venue, after taking into account health and safety concerns of our shareholders. The meeting arrangement was conducted in accordance with Section 327 of the Companies Act 2016 and Clause 86 of the Constitution of the Company and the Guidance Note and Frequently Asked Questions on the Conduct of General Meetings for Listed Issuers (“Guidance”) issued by Securities Commission Malaysia (“SC”).</p> <p>The Board regards general meetings as a platform for shareholders to exercise their rights. In accordance with Paragraph 8.29A (1) of the MMLR, all resolutions put to vote will be determined by poll voting. The Board has always given consideration to the location of its general meetings to ensure convenient access to shareholders.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.4

The Chairman of the board should ensure that general meetings support meaningful engagement between the board, senior management and shareholders. The engagement should be interactive and include robust discussion on among others the company's financial and non-financial performance as well as the company's long-term strategies. Shareholders should also be provided with sufficient opportunity to pose questions during the general meeting and all the questions should receive a meaningful response.

Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to.

Application	:	Applied
Explanation on application of the practice	:	<p>In order to ensure that the AGM caters an important opportunity for effective communication with, and constructive feedback from the shareholders, at the commencement of the 24th AGM, the Chairman, Mr Ng Eng Kiat briefed the shareholders, corporate representatives and proxies present virtually at the Meeting of their rights to ask questions and vote on the resolutions set out in the Notice of the 24th AGM dated 20 May 2021.</p> <p>Under Agenda 1 in which the audited financial statements were laid in accordance with Section 340(1)(a) of the Companies Act 2016 for discussion only, the CFO of AEON Credit, took the opportunity to engage with the shareholders by giving a brief presentation which covered the financial overview of the Company's performance for the financial year ended 28 February 2021, ongoing Company's strategies and overview of the Company's sustainability activities to the shareholders the following:</p> <p>All the 11 Directors mentioned under Practice 13.2 of this Corporate Governance Report and Senior Management were present at the 24th AGM to provide responses to the questions posed by shareholders via online meeting platform at https://web.LUMIagm.com/ in relation to the agenda items for the 24th AGM. The shareholders were also encouraged to submit questions to the Board by email prior to the AGM, however, there were no questions submitted to the Board prior</p>

	<p>to the AGM.</p> <p>There were ample time and opportunity made available for shareholders to pose questions whereby the shareholders were allowed to start submitting real time questions thirty (30) minutes before the commencement of the 24th AGM. There were a total of fifty-four (54) questions received from the shareholders, corporate representatives and proxies during the AGM.</p> <p>The live questions posed by shareholders were read out by Chairman at the fully virtual AGM in order to support meaningful engagement between the Board, Senior Management and shareholders.</p> <p>All the questions and answer had been responded and uploaded to https://www.aeoncredit.com.my/aeon-corporate/investor-relations/agm-egm, including those questions not taken up during the Q&A session.</p> <p>Whilst the AGM is one of the platforms where shareholders can raise issues or seek explanation from the Board or Management, they are free to share their feedback and pose questions at ir_info@aeoncredit.com.my any time, outside of the AGM.</p>	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.5

The board must ensure that the conduct of a virtual general meeting (fully virtual or hybrid) support meaningful engagement between the board, senior management and shareholders. This includes having in place the required infrastructure and tools to support among others, a smooth broadcast of the general meeting and interactive participation by shareholders. Questions posed by shareholders should be made visible to all meeting participants during the meeting itself.

Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to. Further, a listed issuer should also provide brief reasons on the choice of the meeting platform.

Application	:	Applied
Explanation on application of the practice	:	<p>Boardroom Share Registrars Sdn. Bhd. ("Boardroom") was engaged to provide the online meeting platform for the proceedings of the 24th AGM virtually. It was live streamed for access via Boardroom's LUMI AGM portal at https://web.LUMIagm.com/.</p> <p>(1) The Poll Administrator, Boardroom Share Registrars Sdn. Bhd. ("Boardroom") had verified the eligibility of shareholders/corporate representatives/proxies to attend the 24th AGM based on the General Meeting Record of Depositors as at 15 June 2021 and upon the cut-off date and time for proxy form submission. This online platform was secured exclusively for the shareholders with approved registration for the RPEV at the 24th AGM.</p> <p>(2) Boardroom had introduced an application called the Moderator Link, as part of its new services to assist the user in tracking the questions posed by the shareholders during AGM, to facilitate the listed issuer's compliance with the SC's Guidance. Questions posed by shareholders via the AGM online portal had been captured and transmitted to AEON Credit for action and response, prior to and during the 24th AGM.</p>

	<p>With the use of Moderator link, Chairman who has a good understanding of the Company's business had managed the Q&A session smoothly and efficiently.</p> <p>The Board recognised the importance of the AGM which served as an important forum for shareholders to engage with the Directors and Senior Management of the Company. Moving forward, the Board shall ensure that live questions posed by shareholders are displayed to the meeting participants.</p> <p>(3) The extensive Q&A session served as an interaction between the Directors, Management and shareholders during the fully virtual meeting. While the shareholders were in attendance in the proceedings of the 24th AGM at “(Live streaming Meeting) AEON Credit 24TH AGM”, he/she could select voting icon to cast his/her votes.</p> <p>This is in line with the SC's Guidance which provides that shareholders shall be allowed to cast their votes remotely and contemporaneously (live) during the proceeding of the general meeting.</p> <p>(4) The online voting session had commenced from the start of the meeting at 10.30 a.m. on 23 June 2021, Chairman had allowed additional ten (10) minutes for shareholders to cast their votes after the conclusion of the Q&A session and tabling of the AGM resolutions at 11.35 p.m. At 12.00 p.m., the Chairman then announced that the “in time” voting session had ended and poll results were verified for announcement.</p> <p>(5) The poll results were verified by the Scrutinisers, GovernAce Advisory & Solutions Sdn. Bhd. between 11.45 p.m. and 12.01 p.m. The Chairman then announced the poll results of each Resolution 1 to 14 and each of them was displayed to shareholders, corporate representatives and proxies present as Chairman declared that the resolutions were duly passed.</p>
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	<p>For those shareholders who were not able to attend the 24th AGM, he/she could refer the AGM materials which were uploaded on AEON Credit's website at https://www.aeoncredit.com.my/aeon-corporate/investor-relations/agm-egm.</p>	
Explanation for departure :		
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Measure :		
Timeframe :		

Intended Outcome

Shareholders are able to participate, engage the board and senior management effectively and make informed voting decisions at General Meetings.

Practice 13.6

Minutes of the general meeting should be circulated to shareholders no later than 30 business days after the general meeting.

<i>Note: The publication of Key Matters Discussed is not a substitute for the circulation of minutes of general meeting.</i>		
Application	:	Applied
Explanation on application of the practice	:	The Minutes of the 24 th AGM of the Company were made available on the Company's website at https://www.aeoncredit.com.my/aeon-corporate/investor-relations/agm-egm within 30 business days from the 24 th AGM on 29 July 2021.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

SECTION B – DISCLOSURES ON CORPORATE GOVERNANCE PRACTICES PERSUANT CORPORATE GOVERNANCE GUIDELINES ISSUED BY BANK NEGARA MALAYSIA

Disclosures in this section are pursuant to Appendix 4 (Corporate Governance Disclosures) of the Corporate Governance Guidelines issued by Bank Negara Malaysia. This section is only applicable for financial institutions or any other institutions that are listed on the Exchange that are required to comply with the above Guidelines.

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