

CORPORATE GOVERNANCE

Malaysia



Corporate Governance

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Quick reference guide enabling side-by-side comparison of local insights into corporate governance issues worldwide, including sources of rules and practice; responsible agencies and notable opinion formers; shareholder powers, decisions, meetings, voting, duties and liabilities; employee role in governance; corporate control issues; board structure and composition, duties, leadership, committees, meetings and evaluation; director and senior management remuneration; director protections; disclosure and transparency; hot topics, such as shareholder engagement, and sustainability, pay ratio and gender gap reporting; and other recent trends.

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Table of contents

SOURCES OF CORPORATE GOVERNANCE RULES AND PRACTICES

Primary sources of law, regulation and practice

Responsible entities

THE RIGHTS AND EQUITABLE TREATMENT OF SHAREHOLDERS AND EMPLOYEES

Shareholder powers

Shareholder decisions

Disproportionate voting rights

Shareholders' meetings and voting

Shareholders and the board

Controlling shareholders' duties

Shareholder responsibility

Employees

CORPORATE CONTROL

Anti-takeover devices

Issuance of new shares

Restrictions on the transfer of fully paid shares

Compulsory repurchase rules

Dissenters' rights

RESPONSIBILITIES OF THE BOARD (SUPERVISORY)

Board structure

Board's legal responsibilities

Board obligees

Enforcement action against directors

Care and prudence

Board member duties

Delegation of board responsibilities

Non-executive and independent directors

Board size and composition

Board leadership

Board committees

Board meetings

Board practices

Board and director evaluations

REMUNERATION

Remuneration of directors

Remuneration of senior management

Say-on-pay

DIRECTOR PROTECTIONS

D&O liability insurance

Indemnification of directors and officers

Advancement of expenses to directors and officers

Exculpation of directors and officers

DISCLOSURE AND TRANSPARENCY

Corporate charter and by-laws

Company information

HOT TOPICS

Shareholder-nominated directors

Shareholder engagement

Sustainability disclosure

CEO pay ratio disclosure

Gender pay gap disclosure

UPDATE AND TRENDS

Recent developments

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SOURCES OF CORPORATE GOVERNANCE RULES AND PRACTICES

Primary sources of law, regulation and practice

What are the primary sources of law, regulation and practice relating to corporate governance? Is it mandatory for listed companies to comply with listing rules or do they apply on a 'comply or explain' basis?

The corporate governance framework in Malaysia comprises laws, requirements and guidelines issued by the authorities to cover all listed and unlisted companies, with a particular focus on encouraging listed companies to adopt recommended corporate governance practices by using a 'comply or explain' approach. The primary sources are as follows.

Companies Act 2016

As Malaysia is a common law jurisdiction with its origins of law based on English common law, laws relating to the good governance of companies, such as directors' duties, the rights of shareholders and accountability to shareholders and other stakeholders, can be found in case law and are also codified in the Companies Act 2016 (CA 2016). The Act came into force on 31 January 2017 and repealed the Companies Act 1965. It regulates the management, duties and accountability of directors, the rights of shareholders and the reporting and disclosure requirements for private, public and listed companies and corporations, including foreign companies and limited liability partnerships. Failing to comply with the Companies Act 2016 amounts to an offence, and the company may be imposed fines and the company's directors and officers may be fined or imprisoned. The directors and officers of the company may also incur personal liability for breaching certain provisions of the Companies Act 2016.

Financial Services Act 2013 and Islamic Financial Services Act 2013

Considering that strong and good corporate governance of financial institutions is integral to a sound and stable financial system, the Financial Services Act 2013 sets out the governance controls, duties and obligations to be observed by financial institutions and insurance and other businesses within the financial sector, such as money broking and payment systems. The Financial Services Act 2013 also provides for the powers of Bank Negara Malaysia (also known as the Central Bank of Malaysia) regarding the regulation and supervision of financial institutions and financial sector businesses and the oversight of the money market and foreign exchange market. The Islamic Financial Services Act 2013 contains similar powers to those the Financial Services Act 2013 grants to the Bank Negara Malaysia for regulation and supervision, but regarding Islamic financial institutions, takaful insurance and other businesses within the Islamic banking sector, and the oversight of the Islamic money market and Islamic foreign exchange.

Capital Markets and Services Act 2007

Also central to the stable and strong capital market of Malaysia is its strong and good governance. The Capital Markets and Services Act 2007 contains provisions that regulate the activities of the markets and intermediaries in the Malaysian capital markets and regulates activities that are not consistent with investor and shareholder protection, such as prohibitions on insider trading, as well as rules on takeovers, mergers and acquisitions of listed and unlisted public companies.

Whistleblower Protection Act 2010

To ensure that there is a mechanism for reporting activities that are inconsistent with the good governance of companies and businesses, the Whistleblower Protection Act 2010 was enacted to encourage and give protection to persons making disclosures of improper conduct in the public and private sectors.

Malaysian Anti-Corruption Commission Act 2009

The Malaysian Anti-Corruption Commission Act 2009 provides for the establishment of the Malaysian Anti-Corruption Commission and sets out the liability for companies and individuals who provide or attempt to provide 'gratification' or engage in corrupt practices. 'Gratification' includes money, donation, gift, employment or any service or favour of any description including protection from any penalty.

A corporate liability provision was introduced to the Act by way of a new section 17A which came into force on 1 June 2020. Section 17A(1) states that a commercial organisation commits an offence if a person associated with the organisation corruptly gives, agrees to give, promises or offers to any person any gratification whether for the benefit of that person or another person with the intent to obtain or retain business for the commercial organisation or to obtain or retain an advantage in the conduct of business for the commercial organisation.

If a company is found guilty of an offence under this new section, the senior management, being any director, controller, officer or other person who is concerned in the management of its affairs at the time of the commission of the offence, will be deemed to have committed the offence (section 17A(3)) unless they succeed in establishing the 'due diligence' defence (ie, that the offence was committed without his or her consent or connivance, and that he or she exercised due diligence to prevent the commission of the offence as he or she ought to have exercised having regard to the nature of his or her function and circumstances). Therefore, the director, controller, officer or other person concerned in management must prove that it had in place 'adequate procedures' designed to prevent persons associated with the company from undertaking such corrupt conduct.

The Guidelines on Adequate Procedures issued by the Prime Minister's Department on what adequate procedures should be implemented by commercial organisations include top management involvement, periodic risk assessments and putting in place appropriate due diligence, screening, policies and procedures that are reviewed and assessed periodically, together with audit investigations.

Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad

The Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad apply to public listed companies on the Main Market and must be complied with in addition to the requirements under the Companies Act 2016. The Listing Requirements make it mandatory for public listed companies to set out in their annual reports, on a comply or explain basis, the extent of their adherence to the Malaysian Code on Corporate Governance issued by the Securities Commission of Malaysia. Failure to comply with any of the Listing Requirements will amount to a breach, and actions may be taken against the listed issuer or penalties may be imposed, or both.

Malaysian Code on Corporate Governance issued by the Securities Commission of Malaysia

The Malaysian Code on Corporate Governance (as revised on 28 April 2021) sets out 48 requirements (known as 'practices') to be complied with by public listed companies on good corporate governance practices, including the requirement for boards of public listed companies to comprise a majority of independent directors of whom at least 30 per cent are female, for members of the boards of public listed companies to have a maximum tenure of nine years to be an independent director on the same board and that the composition of the audit, nomination and remuneration

committees must comprise a majority of independent directors. The Malaysian Code on Corporate Governance also addressed the need for companies to manage environmental, social and governance (ESG) risks and opportunities, with the introduction of new best practices that emphasise the need for collective action by boards and senior management.

A listed issuer must provide an overview of the application of the principles of the Malaysian Code on Corporate Governance in its annual report. In addition, listed issuers must disclose the application of each practice set out in the Malaysian Code on Corporate Governance during the financial year to Bursa Malaysia Securities Berhad in the form of a corporate governance report and announce it together with the annual report. When there is a departure from the Malaysian Code on Corporate Governance, a listed issuer is required to explain the departure and the alternative approach adopted. There are certain practices that are only applicable to large companies, which are companies on the FTSE Bursa Malaysia Top 100 Index or companies with market capitalisation of 2 billion ringgit or above at the start of their financial year, although mid-cap and small-cap companies are encouraged to adopt them.

Guidelines on Conduct of Directors of Listed Corporations and their subsidiaries

On 30 July 2020, the Securities Commission of Malaysia issued the Guidelines on Conduct of Directors of Listed Corporations and their Subsidiaries (as revised on 12 April 2021) which requires, among other things, directors to exercise their powers for proper purpose, in good faith and in the best interest of the corporation, and sets out requirements for the conduct of directors, dealing with conflicts of interest and group governance. The Guidelines took effect on issuance, save for Chapter 5 on group governance which came into effect on 1 January 2021.

Corporate Governance Policy Document issued by the Central Bank of Malaysia

The Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia) sets out the minimum corporate governance standards expected to be implemented by financial institutions, such as licensed banks, licensed investment banks, licensed Islamic banks, licensed insurers, licensed takaful operators and financial holding companies. These include requirements for the posts of the chair of the board and the chief executive to be held by different individuals and for the carrying out of annual board evaluations. Any non-compliance with the Corporate Governance Policy Document amounts to an offence under either the Financial Services Act 2013 or the Islamic Financial Services Act 2013 (where applicable).

Law stated - 31 March 2022

Responsible entities

What are the primary government agencies or other entities responsible for making such rules and enforcing them? Are there any well-known shareholder or business groups, or proxy advisory firms, whose views are often considered?

Companies Commission of Malaysia

The Companies Commission of Malaysia was established pursuant to the Companies Commission of Malaysia Act 2001 and is responsible for the administration and enforcement of the Companies Act 2016. The Companies Commission of Malaysia serves as an agency to incorporate companies and register businesses as well as to provide company and business information to the public.

Central Bank of Malaysia or Bank Negara Malaysia

Bank Negara Malaysia is a corporate body established pursuant to the Central Bank of Malaysia Act 2009. The principal objective of the Bank Negara Malaysia is to promote monetary stability and financial stability conducive to the sustainable growth of the Malaysian economy. The Bank Negara Malaysia regulates financial institutions and has the power to issue guidelines, by-laws, circulars, standards or notices.

Securities Commission of Malaysia

The Securities Commission was established pursuant to the Securities Commission Act 1993. It has the responsibility to regulate and develop the capital market in Malaysia. The Securities Commission has direct responsibility for rule-making, enforcing regulations pertaining to the capital market, ensuring sustainable market growth and development, supervising capital market activities and market institutions and regulating all entities and persons licensed under the Capital Markets and Services Act 2007.

Bursa Malaysia Securities Berhad

Bursa Malaysia Securities Berhad is a wholly owned subsidiary of Bursa Malaysia Berhad, which is the stock exchange of Malaysia. Bursa Malaysia Securities Berhad is the main regulator of listed issuers in Malaysia with the primary responsibility of overseeing compliance by listed issuers with the Listing Requirements.

Malaysian Anti-Corruption Commission

The Malaysian Anti-Corruption Commission was established pursuant to the Malaysian Anti-Corruption Commission Act 2009. Its function is to detect and investigate offences committed, suspected offences, suspected attempts to commit any offence or suspected conspiracies to commit any offence under the Malaysian Anti-Corruption Commission Act 2009.

Malaysian Minority Shareholders Watch Group

The Malaysian Minority Shareholders Watch Group was established as a government initiative in 2000 to protect the interests of minority shareholders through shareholder activism. Among the objectives of the group is to monitor for breaches and non-compliance in corporate governance practices by listed issuers. The Malaysian Minority Shareholders Watch Group has been very active in this regard and regularly sends representatives to attend annual general meetings of public listed companies and pose questions prior to the meetings on certain issues related to the corporate governance of the companies.

Law stated - 31 March 2022

THE RIGHTS AND EQUITABLE TREATMENT OF SHAREHOLDERS AND EMPLOYEES

Shareholder powers

What powers do shareholders have to appoint or remove directors or require the board to pursue a particular course of action? What shareholder vote is required to elect or remove directors?

Shareholders are conferred under the Companies Act 2016 with the power to appoint and remove a director before the expiration of the director's term of office by way of an ordinary resolution passed by a simple majority of more than half of these members. The constitution of the company may set out stricter requirements in relation to the appointment or removal of a director, for example, requiring the unanimous vote of members for the removal of directors. However,

pursuant to section 206(2) of the Companies Act 2016, a director may only be removed by an ordinary resolution, and special notice of the intention to move it must be provided to the company at least 28 days before the meeting to which it is to be moved. A copy of the special notice is also required to be sent to the director concerned. This director has an entrenched right to be heard and to oppose the proposed removal.

Law stated - 31 March 2022

Shareholder decisions

What decisions must be reserved to the shareholders? What matters are required to be subject to a non-binding shareholder vote?

The following are some of the matters reserved to shareholders under the Companies Act 2016:

- alteration or amendment of the company's constitution;
- approval for issuing and allotting shares, granting rights to subscribe for shares, converting any security into shares or allotting shares under an agreement or option or offer;
- reduction of the share capital of the company; and
- the annual approval of fees and benefits payable to directors.

In addition to the above, the constitution of the company or the shareholders' agreement may further specify matters reserved to the shareholders that the directors will not be able to carry out without first obtaining the affirmative vote of the shareholders.

The Companies Act 2016 does not set out matters that are subject to a non-binding shareholder vote. However, under the Companies Act 2016, there is a new provision giving powers to the shareholders to make recommendations to the board on matters affecting the management of the company, known as the 'management review'. This recommendation is not binding on the board unless the recommendation is in the best interest of the company, and it is subject to either the right of the management review being provided in the constitution or the recommendation being passed as a special resolution (ie, an affirmative vote by shareholders holding 75 per cent of the voting rights in the company).

Law stated - 31 March 2022

Disproportionate voting rights

To what extent are disproportionate voting rights or limits on the exercise of voting rights allowed?

The Companies Act 2016 allows for disproportionate voting rights and for limits to be placed on the voting rights of the shareholders. A company may issue different classes of shares and attach different voting rights to the shares in each class. Pursuant to section 90(1), a company with different classes of shares must state in its constitution prominently that the company's share capital is divided into different classes of shares and the voting rights attached to the shares in each class.

The company may also issue shares that do not allow the holders to vote on resolutions or give them any right to participate beyond a specified amount in any distribution, whether by way of dividend, on redemption or in a winding up or otherwise. These are known as 'preference shares'.

If the company has a class of shares of which the holders are not entitled to vote, the descriptive title of shares in the

class shall include the words 'non-voting', and those words must appear legibly on any share certificate, prospectus or directors' report issued by the company (section 90(2), Companies Act 2016).

Law stated - 31 March 2022

Shareholders' meetings and voting

Are there any special requirements for shareholders to participate in general meetings of shareholders or to vote? Can shareholders act by written consent without a meeting? Are virtual meetings of shareholders permitted?

Generally, a shareholder (other than a holder of preference shares) has the right to attend, participate and speak at a meeting and to vote by way of a show of hands on every resolution of the company, as well as the right to one vote for each share by way of a poll.

Under the Companies Act 2016, a shareholder may appoint a proxy, and the proxy shall be entitled to vote on a show of hands provided that he or she is the only proxy appointed by the shareholder. If the shareholder appointed more than one proxy, the proxies shall only be entitled to vote by way of a poll, and the appointment of the proxies shall not be valid unless the shareholder has specified the proportions of the shareholder's holdings to be represented by each proxy.

For private companies, the use of written resolutions without the need to hold a members' meeting is allowed except in the case of the removal of a director or auditor before the expiration of his or her term (section 297, Companies Act 2016).

The passing of written resolutions is no longer provided in the Companies Act 2016 for public companies, and resolutions of members can only be passed at general meetings.

Virtual meetings of shareholders are permitted by the Companies Act 2016 unless the company's constitution provides otherwise. These virtual meetings may be convened at more than one venue using any technology or method that enables the shareholders to participate and to exercise their rights to speak and vote at the meeting. The Malaysian Code on Corporate Governance provides that the board must ensure that the conduct of a virtual general meeting (whether held in a fully virtual or a hybrid form) supports meaningful engagement between the board, senior management and shareholders. Further, it provides that listed companies should leverage technology to facilitate voting, including voting in absentia and remote shareholders' participation in general meetings.

Law stated - 31 March 2022

Shareholders and the board

Are shareholders able to require meetings of shareholders to be convened, resolutions and director nominations to be put to a shareholder vote against the wishes of the board, or the board to circulate statements by dissident shareholders?

Shareholders have the power under the Companies Act 2016 to require the directors of the company to convene a shareholders' meeting. Pursuant to section 311(3), directors are obliged to call for a meeting of shareholders on receipt of a requisition to do so from:

- any shareholder holding at least 10 per cent of the paid-up capital with the right of voting at members' meetings of the company, excluding any paid-up capital held as treasury shares; or
- if the company has no share capital, members who represent at least 5 per cent of the total voting rights of all

members with a right of voting at members' meetings.

If the directors do not give notice to convene the meeting within 14 days from the date of the requisition and do not proceed to hold the meeting within 28 days after the date of this notice, the members who requisitioned the meeting, or any of the members representing more than half of the total voting rights of all the members who requisitioned the meeting, may call for a members' meeting.

There is no requirement under the law for the board of directors to circulate statements by dissident shareholders.

Law stated - 31 March 2022

Controlling shareholders' duties

Do controlling shareholders owe duties to the company or to non-controlling shareholders? If so, can an enforcement action be brought against controlling shareholders for breach of these duties?

Controlling shareholders do not owe a statutory duty to the company or to non-controlling shareholders of the company. However, non-controlling shareholders have the right to bring an action in court for minority oppression on the following grounds:

- that the affairs of the company are being conducted or the powers of the directors are being exercised in a manner oppressive to one or more of the shareholders, including him or herself, or in disregard of his or her interests as shareholders of the company; or
- that an act of the company has been or is threatened to be committed, or that a resolution of the shareholders has been passed, or is proposed, that unfairly discriminates against or is otherwise prejudicial to one or more of the shareholders, including the shareholder him or herself.

A statutory derivative action may also be brought by a shareholder on behalf of the company to remedy a wrong done against the company by its own board of directors or controlling shareholders. The derivative action provided under section 347 of the Companies Act 2016 allows a shareholder, with leave of the court, to initiate, intervene in or defend a proceeding on behalf of the company.

Law stated - 31 March 2022

Shareholder responsibility

Can shareholders ever be held responsible for the acts or omissions of the company?

Generally, the legal position is that a company is a separate legal entity, and the shareholders of a company are not liable for acts or omissions of the company except regarding an unpaid amount of shares in the case of a winding-up of the company in accordance with section 435 of the Companies Act 2016.

However, in certain circumstances, the court may order a lifting of the corporate veil whereby persons who are responsible may be held personally liable for the acts or purported acts of the company. A court may grant this relief where there is actual fraud or unconscionable or inequitable conduct amounting to fraud in equity, as set out in the Federal Court of Malaya decision on 25 March 2021 in the case of *Ong Leong Chiou & Anor v Keller (M) Sdn Bhd & Ors* [2021] 1 LNS 301.

Employees

What role do employees have in corporate governance?

Financial institutions are required to establish a whistle-blowing policy that sets out avenues for employees to come forward to raise legitimate concerns on any illegal, unethical or questionable practices in relation to the governance of the company. The Malaysian Code on Corporate Governance also recommends that employees be encouraged by the board to report genuine concerns regarding the company.

The Whistleblower Protection Act 2010 provides protection to whistle-blowers who voluntarily come forward to report or reveal wrongdoings. The identity of the whistle-blower and the information provided are required by the Act to be kept confidential. Whistle-blowers are also given immunity from any civil, criminal or disciplinary action and are given protection against detrimental action owing to revealing wrongdoings.

Law stated - 31 March 2022

CORPORATE CONTROL

Anti-takeover devices

Are anti-takeover devices permitted?

Under the Rules on Takeovers, Mergers and Compulsory Acquisitions issued by the Securities Commission, the target's board cannot take any action or make any decision (other than in the ordinary course of business) to frustrate an offer during the offer period or if it has reason to believe that a bona fide takeover offer is imminent unless an ordinary resolution is passed in a shareholders' meeting.

In a hostile bid, the target's board may recommend that the shareholders reject the bid provided that the recommendation is based on the evaluation and recommendations by an independent adviser on the 'fairness and reasonableness' of the offer. The board may also seek an alternative person to make a takeover offer.

Law stated - 31 March 2022

Issuance of new shares

May the board be permitted to issue new shares without shareholder approval? Do shareholders have pre-emptive rights to acquire newly issued shares?

Generally, the board is required to obtain shareholder approval by way of resolution to issue and allot new shares in the company, unless the exceptions under section 75(2) of the Companies Act 2016 apply.

The Companies Act 2016 provides for shareholders' pre-emptive rights to acquire newly issued shares. When new shares are to be issued by a company that ranks equally with existing shares as to voting or distribution rights, holders of existing shares must first be offered these new shares in proportion to their existing shareholding in the company in a way that would (if the offer was accepted) maintain the relative voting and distribution rights of those existing shareholders, unless the company's constitution states otherwise.

Law stated - 31 March 2022

Restrictions on the transfer of fully paid shares

Are restrictions on the transfer of fully paid shares permitted and, if so, what restrictions are commonly adopted?

Private companies limited by shares are legally permitted by the Companies Act 2016 to restrict the transfer of shares in the company. Section 106 of the Companies Act 2016 confers the power to the directors to pass a resolution to refuse or delay the registration of a transfer of shares within 30 days of the receipt of the instrument of transfer, but the reasons for refusing or delaying the registration must be set out in the resolution.

Law stated - 31 March 2022

Compulsory repurchase rules

Are compulsory share repurchases allowed? Can they be made mandatory in certain circumstances?

Share repurchases by the company of its issued and paid-up capital (also known as share buy-back) are permitted under the Companies Act 2016, subject to passing the solvency test and obtaining the approval of shareholders (for listed issuers). However, these repurchases are not mandatory.

In the context of a takeover, a bidder can compulsorily acquire the shares of the remaining minority shareholders who do not accept a takeover offer if the bidder has successfully acquired 90 per cent of the nominal value of the shares of that class for which the offer has been made within four months of making that offer. This excludes any shares already held by the bidder and its persons acting in concert at the date of the takeover offer.

Law stated - 31 March 2022

Dissenters' rights

Do shareholders have appraisal rights?

Shareholders do not have any rights under the Companies Act 2016 or under law to sell their shares to the company if the shareholders disagree with a merger or other share transaction.

Law stated - 31 March 2022

RESPONSIBILITIES OF THE BOARD (SUPERVISORY)

Board structure

Is the predominant board structure for listed companies best categorised as one-tier or two-tier?

The board structure for listed companies is one-tier. The board may delegate any of their powers to a board committee established by the board.

Law stated - 31 March 2022

Board's legal responsibilities

What are the board's primary legal responsibilities?

The board's primary legal responsibility is to manage the business and affairs of the company and to act in the best interest of the company. The board is also required to:

- approve the financial statements of the company, prepare the directors' report and circulate it to members of the company;
- ensure the accounting and other records are kept to sufficiently explain the transactions and financial position of the company and enable true and fair profit and loss accounts and balance sheets to be prepared; and
- hold annual general meetings (public companies).

Law stated - 31 March 2022

Board obligees

Whom does the board represent and to whom do directors owe legal duties?

Directors owe a legal duty to the company to act in its best interests. In the case of a non-independent director, in the event of any conflict between his or her duty to the company and the nominator, section 217 of the Companies Act 2016 and the Guidelines on Conduct of Directors of Listed Corporations and their Subsidiaries issued by the Securities Commission of Malaysia make it clear that the director's duty to act in the best interest of the company prevails.

Law stated - 31 March 2022

Enforcement action against directors

Can an enforcement action against directors be brought by, or on behalf of, those to whom duties are owed? Is there a business judgment rule?

A company can take legal action against its directors for breaches of any of the directors' duties owed towards the company (eg, the duty to act in the best interest of the company or the duty not to make secret profits). In addition, the Registrar of Companies may also take enforcement action against the director of a company where there is a breach of his or her statutory duties.

Under the business judgment rule under section 214 of the Companies Act 2016, a director is deemed to have fulfilled his or her duty to exercise reasonable care, skill and diligence if he or she exercised the knowledge, skill and experience that may reasonably be expected of a director with the same responsibilities and any additional knowledge, skill and experience the director has, if he or she fulfils the following requirements:

- he or she made the business decision for a proper purpose and in good faith;
- he or she does not have a material personal interest in the subject matter of the business decision;
- he or she was informed about the subject matter of the business decision to the extent that the director reasonably believed to be appropriate under the circumstances; and
- he or she reasonably believed that the business decision was in the best interest of the company.

Law stated - 31 March 2022

Care and prudence

Do the duties of directors include a care or prudence element?

The duties of directors include the duty to:

- act in good faith in the best interests of the company;
- exercise reasonable care, skill and diligence;
- exercise their powers for a proper purpose;
- exercise sound and independent judgment (business judgment rule);
- not make secret profits; and
- not allow any conflict between their duties as directors and their personal interests.

Law stated - 31 March 2022

Board member duties

To what extent do the duties of individual members of the board differ?

Section 213 of the Companies Act 2016 requires directors to perform their duties with a standard of knowledge, skill and experience that may reasonably be expected of another director with the same responsibilities, along with any additional knowledge, skill and experience that the director has. This is encapsulated as part of the business judgment rule.

Law stated - 31 March 2022

Delegation of board responsibilities

To what extent can the board delegate responsibilities to management, a board committee or board members, or other persons?

Generally, under the Companies Act 2016, the board has the power to delegate its powers to any committee of the board and any director, officer, employee, expert or other person. This power may, however, be limited by the constitution of the company or by a resolution of the board of directors or members of the company. Where the board has delegated any power, the board remains responsible for the exercise of the power by the person it has been delegated to as if the power had been exercised by the directors themselves. The directors would not be responsible for acts of a person with delegated powers and would have a defence if the directors have reasonable grounds to believe that the person exercised the power in conformity with the duties imposed on the directors under the Companies Act 2016 and the constitution of the company.

Law stated - 31 March 2022

Non-executive and independent directors

Is there a minimum number of 'non-executive' or 'independent' directors required by law, regulation or listing requirement? If so, what is the definition of 'non-executive' and 'independent' directors and how do their responsibilities differ from executive directors?

The Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad require the board of a listed entity

to have at least two independent directors or for independent directors to comprise one-third of the board of directors, whichever is higher. An independent director is defined as a director who is independent of management and free from any business or other relationship that could interfere with exercising independent judgment or the ability to act in the best interests of an applicant or a listed issuer.

The Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia) requires the boards of financial institutions to have a majority of independent directors at all times. In addition, the policy document provides that unless Bank Negara Malaysia approves in writing, a board of a financial institution must not have more than one executive director.

The Malaysian Code on Corporate Governance (as revised on 28 April 2021) recommends that at least half of the board of public companies comprises independent directors. The Code further recommends that 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, subject to the approval of the annual shareholders' meeting granted by a two-tier voting process. However, Bursa Malaysia Berhad announced an amendment to the Main Market Listing Requirements and the ACE Market Listing Requirements, collectively the 'Listing Requirements', on 19 January 2022, imposing a 12-year limit on the tenure of an independent director. This requirement is to be implemented on or after 1 June 2023.

There is no differentiation between the duties of executive and non-executive directors. All directors owe the same fiduciary duties to the company.

The Listing Requirements were amended by Bursa Securities Malaysia Berhad on 13 August 2020 to include an amendment to the definition of 'independent director' such that the cooling-off period before a non-independent director or an existing or former officer (other than an independent director) of the listed issuer or any of its related corporations (collectively 'listed corporation') is eligible to be appointed as an independent director of a listed issuer has been extended from two years to three years. The revised criteria set out above will apply to any person who is appointed as an independent director on or after 1 October 2020.

Law stated - 31 March 2022

Board size and composition

How is the size of the board determined? Are there minimum and maximum numbers of seats on the board? Who is authorised to make appointments to fill vacancies on the board or newly created directorships? Are there criteria that individual directors or the board as a whole must fulfil? Are there any disclosure requirements relating to board composition?

The law does not prescribe limitations on the size of the board of a company, provided that there is at all times at least one director who is a local resident in the case of a private company and that there are a minimum of two local resident directors in the case of a public company. The Companies Act 2016 requires directors to be natural persons who are at least 18 years of age. Directors of financial institutions must not be active politicians and must fulfil the 'fit and proper' requirements set by Bank Negara Malaysia (or the Central Bank of Malaysia).

In addition to the above, a person cannot be a director of a company where the person:

- is an undischarged bankrupt person, whether within Malaysia or elsewhere;
- has been convicted of an offence relating to the promotion, formation or management of a corporation, whether within Malaysia or elsewhere; or
- has been convicted of an offence involving bribery, fraud or dishonesty, whether within Malaysia or elsewhere.

The office of a director is vacated on the occurrence of any of the above events. Generally, the board has the power to appoint a person as a director to fill any casual vacancy pending the next annual general meeting or until such time as provided in the constitution of the company.

The Bank Negara Malaysia requires financial institutions to make corporate governance disclosures on board compositions, and listed issuers are also required to disclose their policies on board composition in the annual report.

Law stated - 31 March 2022

Board leadership

Is there any law, regulation, listing requirement or practice that requires the separation of the functions of board chair and CEO? If flexibility on board leadership is allowed, what is generally recognised as best practice and what is the common practice?

For financial institutions, the Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia) requires that the chair of the board not be an executive director and must not have served as a chief executive of the financial institution in the past five years.

In the Malaysian Code on Corporate Governance (as revised on 28 April 2021), it is stated that the positions of chairman and chief executive are to be held by different individuals. The division of the responsibilities of the chairman and the chief executive should be clearly defined in the board charter.

Law stated - 31 March 2022

Board committees

What board committees are mandatory? What board committees are allowed? Are there mandatory requirements for committee composition?

Financial institutions are required by the Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia) to establish the following board committees:

- nominations committee;
- remuneration committee;
- risk management committee; and
- audit committee.

Each committee must:

- have at least three directors;
- have a majority of independent directors;
- be chaired by an independent director;
- not permit the chair of the board to chair any of the board committees;
- not permit the chair of the board to be a member of the audit committee, nomination committee or remuneration committee; and
- not have any executive director in its membership except for in the nominations committee.

Listed issuers are required by the Listing Requirements to establish a nominations committee and an audit committee. The Malaysian Code on Corporate Governance (as revised on 28 April 2021) also requires the establishment of a remuneration committee. These committees must exclusively comprise non-executive directors, a majority of whom must be independent.

Law stated - 31 March 2022

Board meetings

Is a minimum or set number of board meetings per year required by law, regulation or listing requirement?

There is no minimum number of board meetings per year prescribed by the law. Notwithstanding this, the Bursa Malaysia Corporate Governance Guide stipulates that 'whilst the minimum number of board meetings is not prescribed, it would be in the best interest of the company for the board to meet regularly (ie, at least five meetings if not more frequently as circumstances dictate)'.

The Listing Requirements provide that a director of a listed issuer must attend more than 50 per cent of the total board of directors' meetings held during the financial year, otherwise the office of a director shall become vacant.

For financial institutions, the Bank Negara Malaysia requires a director to attend at least 75 per cent of the board meetings held in each financial year.

Law stated - 31 March 2022

Board practices

Is disclosure of board practices required by law, regulation or listing requirement?

The Companies Act 2016 does not stipulate these requirements. Under Chapters 9 and 15 of the Listing Requirements, a listed issuer is required to disclose the following, among other things, in its annual report:

- the total number of board meetings held;
- the number of board meetings attended by each director and the details of the membership of board committees; and
- the processes undertaken by the nomination and audit committee in respect of its functions.

Financial institutions must have a board charter that sets out the mandate, responsibilities and procedures of the board and the board committees, including matters reserved for the board's decision. This charter must be published on the company's website.

Law stated - 31 March 2022

Board and director evaluations

Is there any law, regulation, listing requirement or practice that requires evaluation of the board, its committees or individual directors? How regularly are such evaluations conducted and by whom? What do companies disclose in relation to such evaluations?

The Malaysian Code on Corporate Governance (as revised on 28 April 2021) provides that the board of listed issuers

should undertake a formal and objective annual evaluation of its effectiveness, and the board of Large Companies (as defined under the Code) should engage independent experts at least every three years to facilitate the board's evaluations. The Board should disclose how the assessment was carried out, its outcome, actions taken and how it has or will influence board composition. The Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia) states that the boards of financial institutions are required to carry out annual board evaluations to objectively assess the performance and effectiveness of the board, board committees and individual directors, and recommend that the board should periodically engage external consultants or experts to assist in and lend objectivity to the annual board evaluations.

Law stated - 31 March 2022

REMUNERATION

Remuneration of directors

How is remuneration of directors determined? Is there any law, regulation, listing requirement or practice that affects the remuneration of directors, the length of directors' service contracts, loans to directors or other transactions or compensatory arrangements between the company and any director?

The Main Market Listing Requirements require that the fee payable to a non-executive director is a fixed sum and not a commission on or percentage of the profits or turnover. Salaries payable to executive directors may not include a commission on or percentage of turnover.

The Malaysian Code on Corporate Governance (as revised on 28 April 2021) states that boards must have in place policies and procedures to determine the remuneration of directors, which take into account the demands, complexities and performance of the company, as well as the skills and experience required. The remuneration package for directors shall be determined on the basis of the directors' merit, qualifications and competence, with regard to the company's operating results and performance in managing material sustainability risk and opportunities, individual performance and comparable market statistics.

Generally, loans to directors under the Companies Act 2016 are prohibited. There are limited exceptions to this prohibition that include where the loan is granted to an executive director and the company has passed a resolution approving a scheme for granting loans to employees.

Law stated - 31 March 2022

Remuneration of senior management

How is the remuneration of the most senior management determined? Is there any law, regulation, listing requirement or practice that affects the remuneration of senior managers, loans to senior managers or other transactions or compensatory arrangements between the company and senior managers?

The Malaysian Code on Corporate Governance (as revised on 28 April 2021) states that boards must have in place policies and procedures to determine the remuneration of senior management, which take into account the demands, complexities and performance of the company as well as the skills and experience required. The remuneration package should be determined on the basis of the senior management's merit, qualifications and competence, with regard to the company's operating results and performance in managing material sustainability risk and opportunities, individual performance and comparable market statistics. Companies are encouraged by the Code to fully disclose the detailed

remuneration of each member of the senior management on a named basis.

In accordance with the Corporate Governance Policy Document issued by the Central Bank of Malaysia (or Bank Negara Malaysia), the board of a financial institution is required to oversee the remuneration of the chief executive, and the remuneration of senior management must be approved by the board annually. The Policy Document provides that for senior management:

- a portion of the remuneration should consist of variable remuneration to be paid on the basis of individual, business-unit and institution-wide measures that adequately assess performance; and
- the variable portion of remuneration increases along with the individual's level of accountability.

Law stated - 31 March 2022

Say-on-pay

Do shareholders have an advisory or other vote regarding remuneration of directors and senior management? How frequently may they vote?

The fees of the directors and any benefits payable to the directors, including any compensation for the loss of employment of a director or former director of a public company or of a listed company and its subsidiaries, are required by the Companies Act 2016 and the Listing Requirements to be approved by shareholders annually at a general meeting.

For private companies, section 230(2) of the Companies Act 2016 provides that the board may, subject to the constitution, approve the fees payable to directors (including any compensation for loss of employment of a director or former director). However, shareholders holding at least 10 per cent of the total voting rights and who consider that the payment was not fair to the company may require the company to pass a members' resolution to approve the payment. Unless the members' approval was obtained, the payment constitutes a debt due by the director to the company.

Law stated - 31 March 2022

DIRECTOR PROTECTIONS

D&O liability insurance

Is directors' and officers' liability insurance permitted or common practice? Can the company pay the premiums?

Directors' and officers' liability insurance is permitted and is common practice in Malaysia. The Companies Act 2016 permits the company, subject to the approval of the board, to pay, whether directly or indirectly, the costs of the insurance permitted to be effected by the company in accordance with the Companies Act 2016 and the constitution of the company.

Law stated - 31 March 2022

Indemnification of directors and officers

Are there any constraints on the company indemnifying directors and officers in respect of liabilities incurred in their professional capacity? If not, are such indemnities common?

There are constraints set out in the Companies Act 2016 in respect of the indemnity that a company may provide to its

directors and officers. For example, a company is not permitted to indemnify its directors and officers:

- against liability to pay a fine imposed in any criminal proceedings or to pay a penalty to a regulatory authority for non-compliance with any requirements of a regulatory nature (section 289(4)(b)(i)); or
- on costs incurred in defending or settling a claim or proceedings related to the defence of criminal proceedings brought against a director or officer in which the director or officer is convicted, or for the defence of civil proceedings brought against a director or officer by the company, or by an associated company, in which judgment is given against the director or officer (section 289(4)(b)(ii)).

Law stated - 31 March 2022

Advancement of expenses to directors and officers

To what extent may companies advance expenses to directors and officers in connection with litigation or other proceedings against them or in which they will be a witness?

The Companies Act 2016 permits companies, with the approval of the board, to effect insurance for directors and officers covering the following:

- costs incurred by directors or officers in defending or settling any claim or proceeding relating to any such liability; or
- costs incurred by directors or officers in defending any proceedings that have been brought against them in relation to any act or omission in their capacity as directors or officers:
 - in which they are acquitted;
 - in which they are granted relief under the Companies Act 2016; or
 - where proceedings are discontinued or not pursued; and
- civil liability for any act or omission in their capacity as directors or officers.

The above relates to costs that have already been incurred rather than advance payments to cover those costs. There are no specific provisions under the Companies Act 2016 on advance expenses to these directors or officers.

Law stated - 31 March 2022

Exculpation of directors and officers

To what extent may companies or shareholders preclude or limit the liability of directors and officers?

Under the Companies Act 2016, any provision (whether contained in the constitution or in any contract with a company or otherwise) for exempting any director from, or indemnifying him or her against, any liability that under the law would attach to him or her any negligence, default, breach of duty or breach of trust, of which he or she may be guilty of in relation to the company, shall be void.

Law stated - 31 March 2022

DISCLOSURE AND TRANSPARENCY

Corporate charter and by-laws

Are the corporate charter and by-laws of companies publicly available? If so, where?

The constitutions or by-laws of companies are publicly available in Malaysia and can be obtained from the Companies Commission of Malaysia upon payment of a small administrative fee.

The constitutions of listed issuers are published by Bursa Malaysia Securities Berhad on its website as part of the listed issuer's announcements.

Law stated - 31 March 2022

Company information

What information must companies publicly disclose? How often must disclosure be made?

All companies are required to disclose by lodging statutory forms with the Companies Commission of Malaysia the following information, as required under the Companies Act 2016:

- information on shares and shareholders, including information on the beneficial owners of shares, and any issue, allotment or transfer of shares;
- the appointment and removal of the directors, the company secretary and the auditor of the company; and
- information on the registration or release of charges created by the company over its property or any of its undertakings.

Listed issuers are required to comply strictly with the disclosure framework embedded in the Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad, which includes:

- related-party transactions involving the direct or indirect interests of a related party (director, major shareholder, person connected with this director or major shareholder of the listed issuer or related companies within the group of companies of the listed issuer);
- corporate transactions, such as the purchase or sale of shares or assets and entering into a joint venture agreement; and
- other material information, such as information concerning the company's business, property, financial condition or prospects, any event that may affect the rights or interests of the listed issuer or any event that may affect the size of the public holdings of its securities.

The listed issuers' obligation to disclose this information is triggered depending on the type of disclosure and whether the appropriate threshold has been met (eg, the percentage ratio and materiality of an event).

Law stated - 31 March 2022

HOT TOPICS

Shareholder-nominated directors

Do shareholders have the ability to nominate directors and have them included in shareholder meeting materials that are prepared and distributed at the company's expense?

Pursuant to the Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad, a member intending to propose a person as a director shall, at least 11 full days before the general meeting, leave at the registered office of the listed issuer a notice of his or her intention to propose the person for election as a director. Under the Malaysian Code on Corporate Governance (as revised on 28 April 2021), companies should disclose in their Corporate Governance Report how candidates for board positions were sourced, including whether these candidates were recommended by major shareholders, existing board members or management. The Listing Requirements require the nominating committee of the listed company to set out a statement in the annual report on the election process of directors and the criteria used by the nominating committee in the board selection process.

Further, the Best Practice Guide on Annual General Meetings for Listed Issuers prepared by the Malaysian Institute of Chartered Secretaries and Administrators published on the Bursa Malaysia Securities Berhad's website stipulates that:

The Guide is only a guidance document and is not binding on companies.

Law stated - 31 March 2022

Shareholder engagement

Do companies engage with shareholders? If so, who typically participates in the company's engagement efforts and when does engagement typically occur?

Shareholder engagement by a company is very important and is usually carried out by the management of the company. This engagement occurs not only at the annual general meetings but also prior to and after them to provide clarifications on the directions in which the company is being steered.

A public company is required to hold an annual general meeting in addition to any other general meetings held during its calendar year. Shareholders may exercise their rights to ask questions, provide views and vote at general meetings and to better understand the company's business, governance and performance. The Malaysian Code on Corporate Governance (as revised on 28 April 2021) states that all directors should attend the general meetings.

Non-members, including outside counsel, may only attend a general meeting at the invitation of the company.

Law stated - 31 March 2022

Sustainability disclosure

Are companies required to provide disclosure with respect to corporate social responsibility matters?

Listed issuers are required to issue a sustainability statement in respect of their management of economic, environmental and social risks and opportunities (including their governance structure) in their annual report. Bursa Malaysia Securities Berhad has also issued a Sustainability Reporting Guide to listed issuers in the preparation of the sustainability statement.

The Companies Act 2016 stipulates that companies may incorporate a business review report (which is voluntary) that will form part of the directors' report. The report may include information on the company's policies in relation to environmental, social and community issues, including the impact of the company's business on the environment, and the effectiveness of these policies.

Law stated - 31 March 2022

CEO pay ratio disclosure

Are companies required to disclose the 'pay ratio' between the CEO's annual total compensation and the annual total compensation of other workers?

There is currently no such requirement under the law.

Law stated - 31 March 2022

Gender pay gap disclosure

Are companies required to disclose 'gender pay gap' information? If so, how is the gender pay gap measured?

There is currently no such requirement under the law.

Law stated - 31 March 2022

UPDATE AND TRENDS

Recent developments

Identify any new developments in corporate governance over the past year. Identify any significant trends in the issues that have been the focus of shareholder interest or activism over the past year.

The Securities Commission of Malaysia issued an update to the 2017 edition of the Malaysian Code on Corporate Governance on 28 April 2021, which took effect on the same day. The updated Code introduces practices and guidance by improving board policies and processes including those related to director selection, nomination and appointment, strengthening board oversight and the integration of sustainability considerations into the strategy and operations of companies. While the Code is targeted at listed companies, non-listed companies, including state-owned enterprises, public companies, small and medium-sized enterprises and capital market intermediaries, are encouraged to adopt the practices in the Code to enhance their accountability, transparency and sustainability.

In addition to the issuance of the updated Code, the Securities Commission of Malaysia also launched the Corporate Governance Strategic Priorities 2021–2023 on 24 November 2021 with a focus on supporting the response of listed companies to the rise of a stakeholder economy that expects businesses to consciously consider their impact on the environment and create value for a broader spectrum of stakeholders, including society. The Strategic Priorities introduces five thrusts, as follows:

- strengthen board leadership for agile and responsible business;
- strengthen the environmental, social and governance fitness of boards;
- support investor stewardship and engagement;
- leverage digital tools to enhance transparency; and
- deepen engagement with youth on corporate governance.

On 30 July 2020, the Securities Commission of Malaysia issued the Guidelines on Conduct of Directors of Listed Corporations and their Subsidiaries (as revised on 12 April 2021) which requires, among other things, directors to exercise their powers for proper purpose, in good faith and in the best interest of the corporation, and sets out

requirements for the conduct of directors, dealing with conflicts of interest, maintenance of proper records and accounts and group governance. In carrying out group governance, listed corporations and their directors must establish and ensure that there is an adequate group-wide framework on corporate governance for cooperation and communication between the listed corporation and its subsidiaries to enable it to discharge its responsibilities, including oversight of group financial and non-financial performance, business strategy and priorities, risk management (including materiality sustainability risks), and corporate governance policies and practices. The formulation and implementation of the group governance framework should be guided by the Listing Requirements as well as the corporate governance principles and best practices recommended in the Malaysian Code on Corporate Governance.

The Companies (Amendment) Regulations 2021 were gazetted on 18 August 2021 and came into force on 19 August 2021. They amend and provide clarification to items under the Schedule of the Companies Regulations 2017, which provides for the fees payable to the Companies Commission of Malaysia for the lodgement of documents or any application or appeal for matters under the Companies Act 2016.

Bursa Malaysia Berhad announced amendments to the Main Market Listing Requirements and the ACE Market Listing Requirements on 19 January 2022. The amendments introduced three new requirements to the listing requirements, namely:

- imposing a 12-year limit on the tenure of an independent director. This requirement is to be implemented on or after 1 June 2023;
- requiring a fit and proper policy for the appointment and re-election of directors of a listed issuer and its subsidiaries to be established and published. The requirement for a listed issuer to publish the policy on its website is to be implemented on or after 1 July 2022 and the disclosure requirement of the application of the policy in the Nominating Committee Statement is applicable to annual reports issued for the financial year ending on or after 31 December 2022; and
- Requiring the board of directors of listed issuers to have at least one director who is a woman. This requirement is to be implemented on or after 1 September 2022 for listed issuers with a market capitalisation of 2 billion ringgit and above on 31 December 2021, and on or after 1 June 2023 for the other listed issuers.

On 27 December 2021, the Central Bank of Malaysia (or Bank Negara Malaysia) published an Exposure Draft on Climate Risk Management and Scenario Analysis setting out the proposed requirements and guidance on climate risk management and scenario analysis. The proposed specific requirements and expectations are to ensure that financial institutions strengthen the financial risks management stemming from climate change to enhance the resilience of the financial sector against climate-related risks and to facilitate an orderly transition to a low-carbon economy. The Exposure Draft states 14 principles, which include the exercising of effective oversight of climate-related risks by the board and senior management to safeguard the financial institution's resilience against the adverse impacts of climate change, a sound understanding of climate-related risks by the board and senior management to inform the financial institution's business and risk management strategies, and to embed the climate-related risks by the financial institutions into their internal control framework. Further, financial institutions are required to incorporate the potential impact of material climate-related risks into their business strategies to strengthen resilience against climate-related risks and support orderly transitions and also to manage climate-related risks in line with the risk appetite approved by the board.

The Exposure Draft will come into effect on 1 June 2022, subject to the following transitional specifications:

- paragraphs 7, 8, 9, 10 and 11 with respect to governance, strategy, risk appetite and risk management shall come into effect on 31 December 2023; and
- paragraphs 9, 10, 11, 12 and 13 with respect to scenario analysis, metrics and targets and disclosure shall come into effect on 31 December 2024.

Jurisdictions

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	Brazil	Loeser e Hadad Advogados
	France	Aramis Law Firm
	Germany	POELLATH
	India	Chadha & Co
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