

FIMA CORPORATION BERHAD

Company No. (197401004110) (21185-P)

MINUTES OF THE FIFTIETH (“50TH”) ANNUAL GENERAL MEETING OF FIMA CORPORATION BERHAD HELD ON THURSDAY, 28 AUGUST 2025 AT 9.30 A.M. AT DEWAN BERJAYA, BUKIT KIARA EQUESTRIAN & COUNTRY RESORT, JALAN BUKIT KIARA, OFF JALAN DAMANSARA, 60000 KUALA LUMPUR.

PRESENT

Board of Directors:

Datuk Bazlan bin Osman	-	Chairman
Dato’ Roslan bin Hamir	-	Managing Director
Encik Rosely bin Kusip		
Encik Rezal Zain bin Abdul Rashid		
Dr. Roshayati binti Basir		
Encik Nik Feizal Haidi bin Hanafi		

In Attendance:

Puan Jasmin binti Hood	-	Company Secretary
Encik Muhammad Fadzililah bin Abdul Ra’far	-	Chief Financial Officer/Company Secretary
Encik Abdul Hadi bin Gonawan	-	Messrs. Ernst & Young PLT (Audit Partner)
Share Registrar/Poll Administrators	-	Boardroom Share Registrars Sdn Bhd
Scrutineers	-	SKY Corporate Services Sdn Bhd

BY INVITATION

Members/Proxies	-	As per attendance list
Other invitees	-	As per attendance list

OPENING REMARKS

The Chairman, Datuk Bazlan bin Osman extended a warm welcome to all members and invitees to the Company’s 50th Annual General Meeting (“AGM” or the “Meeting”).

The Meeting then proceeded with the recitation of a short doa led by Haji Mohamad Jamil bin Zolkifly.

The Chairman reminded everyone that the AGM registration would remain open until the end of the Questions & Answers session, and the e-polling platform would be opened from the commencement of the AGM.

The Chairman then proceeded to introduce each member of the Board, the Company Secretaries, external auditors, poll administrators, as well as the scrutineers who were in attendance.

QUORUM

Upon confirmation by the Company Secretary that there was requisite quorum present, the Chairman called the Meeting to order.

The Chairman informed the Meeting that the Company has received in total 132 proxy forms from shareholders for a total of 151,256,191 ordinary shares representing 63.84% of the issued share capital of the Company. Of these, shareholders of 149,700,659 shares have appointed the Chairman of the Meeting as proxy to vote on their behalf.

NOTICE OF MEETING

The Notice of the Meeting dated 31 July 2025, having been circulated to shareholders within the prescribed period was taken as read.

VOTING PROCEDURES

The Chairman informed the members that the voting of all resolutions would be conducted via a poll using electronic polling methods. Boardroom Share Registrars Sdn Bhd has been appointed as the Poll Administrator to conduct the electronic poll voting process and SKY Corporate Services Sdn Bhd as Scrutineers to verify the poll results. The Chairman then invited the shareholders and proxy holders to view a pre-recorded video presentation on the e-polling process.

The members were notified that e-polling has been opened and would remain accessible until end of the e-polling session, which would be announced at a later time. Members could vote using their own personal smartphone or tablet, or cast their vote at the e-polling kiosks located at the registration area.

The Chairman further informed that in his capacity as Chairman of the Meeting, where a proxy vote has been given to him without voting instructions, he would vote in favour of each resolution. The polling process for the resolutions would take place following the completion of the deliberation of all items to be transacted during the AGM.

CHAIRMAN'S OPENING REMARKS AND MANAGING DIRECTOR'S PRESENTATION

The Chairman briefly outlined the Group's financial performance for FYE2025 where the Group recorded:

- Revenue of RM236.79 million;
- A profit before tax of RM50.96 million (58% year-on-year); and
- Growth across business segments supported by operational efficiencies.

The Chairman further stated that the dividend payout for FYE2025 reflected the Group's commitment to creating sustainable shareholder value, and the resilience of the Group in staying focused on executing growth strategies, navigating competition, currency volatility and shifting regulatory landscape.

The Chairman thereafter invited the Managing Director, Dato' Roslan bin Hamir to present the highlights of the Group's FYE2025 performance to the Meeting. The Managing Director then went on to provide updates on the Group's performance for FYE2025, focusing on the following areas: overview of FYE2025 achievements, financial performance, sustainability initiatives and strategic outlook for each division.

The Chairman thanked Managing Director for his presentation. The Chairman emphasized that despite ongoing market conditions presenting both opportunities and challenges, the Company remains committed to strengthening its existing portfolios, expanding its footprint and sustaining cost-optimisation and efficiency programmes.

The Chairman also recorded the Board's appreciation of the significant contributions of the Group's Management and employees, under the leadership of Dato' Roslan, towards the Group's success. The Chairman also recorded the Board's extending the Board's appreciation of the significant contributions made by the Group's management team and employees under the leadership of Dato' Roslan, which have been instrumental in achieving the Group's success.

AGENDA 1 TO RECEIVE THE AUDITED FINANCIAL STATEMENTS OF THE COMPANY FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025 AND THE DIRECTORS' AND AUDITORS' REPORTS THEREON

The Chairman proceeded with the tabling of the Audited Financial Statements for the financial year ended 31 March 2025 and the Director's and Auditor's Reports thereon ("AFS").

The Chairman explained that the AFS would not be put to vote as it did not require a formal approval of the shareholders and was meant for discussion only, and for the Board to address any queries during the Questions and Answers session.

Moreover, the Company's external auditors Messrs. Ernst & Yong PLT ("EY PLT") had in their Auditors Report concluded that the AFS give a true and fair view of the financial position of the Company and Group as at 31 March 2025. Representatives from EY PLT were also present during the Q&A session to address any questions regarding the audit and related matters.

The Chairman concluded the receipt of the AFS and proceeded to the next agenda which was to seek shareholders' approval on the re-election of directors.

**AGENDA 2:
ORDINARY
RESOLUTION 1 TO RE-ELECT DATUK BAZLAN BIN OSMAN, WHO RETIRES BY ROTATION IN ACCORDANCE WITH ARTICLE 108 OF THE COMPANY'S CONSTITUTION**

The Chairman informed that, since the Ordinary Resolution 1 pertains to his re-election as Director of the Company, he would hand over the chair to Encik Rosely bin Kusip to chair the resolution.

Encik Rosely informed the Meeting that Datuk Bazlan bin Osman, who retires as Director of the Company pursuant to Article 108 of the Company's

Constitution, and being eligible, had offered himself for re-election. It was further noted that Datuk Bazlan bin Osman was rated highly by the Board in the 2025 Board Effectiveness Evaluation, and the Nomination & Remuneration Committee and the Board recommend his re-election as Director of the Company for shareholders' approval.

Encik Rosely moved Ordinary Resolution 1 which was duly seconded by Yap Meng Ann.

Encik Rosely then handed over the meeting back to Datuk Chairman.

**AGENDA 2:
ORDINARY
RESOLUTION 2 TO RE-ELECT ENCIK REZAL ZAIN BIN ABDUL RASHID, WHO
RETIRES BY ROTATION IN ACCORDANCE WITH ARTICLE 108
OF THE COMPANY'S CONSTITUTION**

The Chairman informed that Ordinary Resolution 2 was on the re-election of Encik Rezal Zain bin Abdul Rashid, who retires as Director of the Company pursuant to Article 108 of the Company's Constitution, and being eligible, offers himself for re-election.

Based on the 2025 Board Effectiveness Evaluation results, the Nomination and Remuneration Committee and the Board were satisfied that Encik Rezal Zain has diligently discharged his responsibilities and accordingly, recommended his re-election as Director of the Company.

The Chairman then requested a seconder for Ordinary Resolution 2 and was duly seconded by Norman bin Mat Janus.

**AGENDA 3:
ORDINARY
RESOLUTION 3 TO APPROVE THE PAYMENT OF DIRECTORS' FEES FOR EACH
OF THE NON-EXECUTIVE DIRECTORS OF THE COMPANY FOR
THE ENSUING FINANCIAL YEAR**

Ordinary Resolution 3 relates to the payment of Directors' fees for each of the Non-Executive Directors amounting to RM385,000 for the ensuing financial year.

Ordinary Resolution 3 was duly proposed by Ong Kok Yon and seconded by Norman bin Mat Janus.

**AGENDA 4:
ORDINARY
RESOLUTION 4 TO APPROVE THE PAYMENT OF DIRECTORS' FEES FOR EACH
OF THE NON-EXECUTIVE DIRECTORS WHO SIT ON THE
BOARDS OF FIMACORP SUBSIDIARIES FROM 29 AUGUST 2025
UNTIL THE CONCLUSION OF THE NEXT AGM OF THE
COMPANY**

The Chairman informed that the Ordinary Resolution 4 relates to the payment of Directors' fees for each of the Non-Executive Directors who sit on the Boards of FimaCorp subsidiaries at an estimated amount of RM54,000 from 29 August 2025 until the conclusion of the next AGM of the Company.

Ordinary Resolution 4 was duly proposed by Ong Kok Yon and seconded by Norman bin Mat Janus.

**AGENDA 5:
ORDINARY
RESOLUTION 5 TO APPROVE THE PAYMENT OF DIRECTORS' REMUNERATION
(EXCLUDING DIRECTORS' FEES) FOR THE NON-EXECUTIVE
DIRECTORS FROM 29 AUGUST 2025 UNTIL THE CONCLUSION OF
THE NEXT AGM OF THE COMPANY**

Ordinary Resolution 5 was to seek shareholders' approval on the payment of Directors' remuneration (excluding Directors' fees) to the Non-Executive Directors at an estimated amount of RM874,000 from 29 August 2025 until the conclusion of the next AGM of the Company.

Ordinary Resolution 5 was duly proposed by Ong Kok Yon and seconded by Muniandy Karishnan.

The Chairman proceeded to the next agenda.

**AGENDA 6:
ORDINARY
RESOLUTION 6 TO RE-APPOINT MESSRS. ERNST & YOUNG PLT AS AUDITORS
OF THE COMPANY FOR THE FINANCIAL YEAR ENDING 31
MARCH 2026 AND TO AUTHORISE THE DIRECTORS TO
DETERMINE THEIR REMUNERATION**

The Chairman moved Ordinary Resolution 6 on the re-appointment of Messrs. Ernst & Young PLT as Auditors of the Company for the financial year ending 31 March 2026 and to hold office until the conclusion of the next AGM at a remuneration to be determined by the Directors

Ordinary Resolution 6 was duly seconded by Teoh Si Ni.

SPECIAL BUSINESS

**AGENDA 7:
ORDINARY
RESOLUTION 7 PROPOSED RENEWAL OF SHAREHOLDERS' MANDATE FOR
RECURRENT RELATED PARTY TRANSACTIONS OF A REVENUE
OR TRADING NATURE**

The Chairman moved Ordinary Resolution 7, being a special business, to obtain a general mandate from shareholders for recurrent related party transaction of a revenue or trading nature with related parties, as set out in the Company's Circular/Statement to Shareholders dated 31 July 2025, and to authorise the Directors to complete and do all such acts necessary to give effect to such mandate until the next Annual General Meeting.

The Chairman informed that all major shareholders, Directors and persons connected to them who are deemed interested in this resolution will abstain from voting.

Ordinary Resolution 7 was duly seconded by Norman bin Mat Janus. The Chairman then proceeded to Ordinary Resolution 8.

**AGENDA 8: PROPOSED RENEWAL OF THE AUTHORITY FOR SHARES BUY-BACK
ORDINARY RESOLUTION 8**

The Chairman moved Ordinary Resolution 8 to seek shareholders' approval for the renewal of authority for the Company to purchase its own shares up to 10% of its total number of issued share capital, and to authorise the Directors to complete and do all such act and things as they may deem fit and expedient in the best interest of the Company, subject to the compliance with all applicable laws, regulations and guidelines.

Ordinary Resolution 8, was duly seconded by Wong Yu @ Wong Wing Yu.

QUESTIONS & ANSWERS SESSION

As all resolutions have been tabled, the Chairman informed that the Meeting will now proceed with the Questions and Answers (Q&A) session. The Chairman informed that the Company received 1 question from the shareholder which was submitted through Boardroom Smart Investor Portal.

The Chairman then opened the Q&A session and invited questions from the floor. The questions together with the responses thereto are set out in Appendix I of these Minutes.

The Chairman thanked all shareholders for the questions raised during the Meeting. With that, the Chairman declared the Q&A session closed and proceeded with the poll voting session.

ANY OTHER BUSINESS

The Chairman informed that the Company Secretary has confirmed that there was no other ordinary business of the Meeting of which due notice had been received.

POLLING PROCESS

The Chairman declared that the registration for attendance at the 50th AGM be closed at 10.40 a.m. The Chairman announced that an additional 10 minutes would be provided for shareholders to cast their votes and 20 minutes for the independent scrutineers to verify the polling results.

ANNOUNCEMENT OF POLL RESULTS

The AGM was re-convened at 11.10 a.m. and the Chairman called the meeting to order for the declaration of the results.

Based on the poll results verified and validated by the Scrutineers, the Chairman proceeded to read out the poll results as displayed on the screen as follows:

Ordinary Resolution 1

The Chairman announced the poll result in respect of Ordinary Resolution 1 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,850,615	100.0000	121
Against	30	0.0000	2

RESOLVED That Datuk Bazlan bin Osman, who retired pursuant to Article 108 of the Company's Constitution, be re-elected as a Director of the Company.

Ordinary Resolution 2

The Chairman announced the poll result in respect of Ordinary Resolution 2 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,860,615	100.0000	122
Against	30	0.0000	2

RESOLVED That Encik Rezal Zain bin Abdul Rashid, who retired pursuant to Article 108 of the Company's Constitution, be re-elected as a Director of the Company.

Ordinary Resolution 3

The Chairman announced the poll result in respect of Ordinary Resolution 3 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,674,012	99.9993	118
Against	1,033	0.0007	4

RESOLVED That the payment of Directors' fees for each of the Non-Executive Directors of the Company for the ensuing financial year amounting to RM385,000, be approved and that they be paid in the manner determined by the Board of Directors.

Ordinary Resolution 4

The Chairman announced the poll result in respect of Ordinary Resolution 4 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,859,612	99.9993	120
Against	1,033	0.0007	4

RESOLVED That the payment of Directors' fees for each of the Non-Executive Directors who sit on the Boards of FimaCorp subsidiaries at an estimated amount of RM54,000 from 29 August 2025 until the conclusion of the next AGM of the Company, be approved

Ordinary Resolution 5

The Chairman announced the poll result in respect of Ordinary Resolution 5 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,674,015	99.9993	119
Against	1,030	0.0007	3

RESOLVED That the payment of Directors' remuneration (excluding Directors' fees) for the Non-Executive Directors at an estimated amount of RM874,000 from 29 August 2025 until the conclusion of the next AGM of the Company, be approved.

Ordinary Resolution 6

The Chairman announced the poll result in respect of Ordinary Resolution 6 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,859,615	99.9993	121
Against	1,030	0.0007	3

RESOLVED That Messrs. Ernst & Young PLT be re-appointed as Auditors of the Company for the financial year ending 31 March 2026 and to hold office until the conclusion of the next AGM at a remuneration to be determined by the Directors.

Ordinary Resolution 7

The Chairman announced the poll result in respect of Ordinary Resolution 7 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	6,021,057	99.9995	118
Against	30	0.0005	2

RESOLVED That pursuant to Paragraph 10.09 of Bursa Malaysia Securities Berhad ("Bursa") Main Market Listing Requirements ("Listing Requirements"), approval be and is hereby given for the Company and/or its subsidiaries to enter into recurrent related party transactions of a revenue or trading nature as stated in Section 2.4 Part A of the Company's Circular/Statement to Shareholders dated 31 July 2025 which are necessary for the day-to-day operations of the Company and/or its subsidiaries, provided that such transactions are entered into in the ordinary course of business of the Company and/or its subsidiaries, are carried out on terms not more favourable to the related parties than those generally available to the public and are not detrimental to the minority shareholders of the Company.

That such approval shall continue to be in full force and effect until:

- (i) the conclusion of the next AGM of the Company, at which time the authority will lapse, unless the authority is renewed by a resolution passed at such general meeting; or
- (ii) the expiration of the period within which the Company's next AGM is required to be held under Section 340(1) of the Companies Act, 2016 ("the Act") (but shall not extend to such extension as may be allowed under Section 340(4) of the Act); or
- (iii) revoked or varied by resolution passed by the shareholders of the Company at a general meeting,

whichever is earlier, and that the Directors be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) to give effect to the transactions contemplated and/or authorised by this resolution.

Ordinary Resolution 8

The Chairman announced the poll result in respect of Ordinary Resolution 8 as carried:

Poll Results	Number of Holdings	%	Number of Shareholders
For	155,860,515	100.0000	121
Against	30	0.0000	2

RESOLVED That subject to compliance with the Act, the Bursa Listing Requirements, provisions of the Company's Constitution, and all other applicable laws, guidelines, rules and regulations, approval and authority be and are hereby given to the Directors of the Company, to the extent permitted by law, to purchase such number of ordinary shares in FimaCorp ("FimaCorp Shares") as may be determined by the Directors from time to time through Bursa upon such terms and conditions as the Directors may deem fit, necessary and expedient in the interest of the Company, provided that:

- (i) the maximum aggregate number of FimaCorp Shares which may be purchased and/or held by the Company shall not exceed 10% of the issued share capital of the Company at any time; and
- (ii) the maximum funds to be allocated by the Company for the purpose of purchasing its own shares shall not exceed the total retained profits of the Company for the time being.

That the Directors be and are hereby authorised to deal with the FimaCorp Shares so purchased at their discretion, in the following manner:

- (i) cancel the FimaCorp Shares so purchased; or
- (ii) retain the FimaCorp Shares so purchased as treasury shares which may be dealt with in accordance with Section 127(7) of the Act; or
- (iii) retain part of the FimaCorp Shares so purchased as treasury shares and cancel the remainder of the FimaCorp Shares,

or in any other manner as may be prescribed by the Act, all applicable laws, regulations and guidelines applied from time to time by Bursa and/or other relevant authority for the time being in force and that the authority to deal with the purchased FimaCorp Shares shall continue to be valid until all the purchased FimaCorp Shares have been dealt with by the Directors of the Company;

That the authority conferred by this resolution shall be effective immediately upon the passing of this resolution and shall continue to be in force until:

- (i) the conclusion of the next AGM of the Company, at which time it shall lapse, unless by ordinary resolution passed at that meeting, the authority is renewed, either unconditionally or subject to conditions; or
- (ii) the expiration of the period within which the next AGM of the Company is required by law to be held; or
- (iii) revoked or varied by ordinary resolution passed by the shareholders of the Company in a general meeting;

whichever occurs first but not so as to prejudice the completion of purchase(s) by the Company before the aforesaid expiry date and, in any event, in accordance with the provisions of the Bursa Listing Requirements or any other relevant authorities;

and further that the Board be and is hereby authorised to do all such acts and things and to take all such steps as they deem fit, necessary, expedient and/or appropriate in order to complete and give full effect to the purchase by the Company of its own shares with full powers to assent to any condition, modification, variation and/or amendment as may be required or imposed by the relevant authorities.

ANY OTHER BUSINESS


The Chairman informed that the Company Secretary has confirmed that there was no other ordinary business of the Meeting of which due notice had been received.

CLOSURE OF MEETING

The Chairman concluded the Meeting and thanked the members for their attendance and declared the Meeting closed.

The Meeting adjourned at 11.20 a.m. with a vote of thanks to the Chairman.

MINUTES CONFIRMED BY:



CHAIRMAN
DATE: 25/11/2025

FIMACORP AGM – Q&A

Note: Some questions / comments by shareholders have been edited for clarity and brevity.

A. Pre-Meeting Questions

No.	Question/ Comments	Answer / Response
1	Please hold your future AGMs/EGMs in hybrid mode to enable more shareholders to attend.	The Board acknowledges the benefits of hybrid meetings in enhancing shareholder participation. However, such meetings are costly and involve logistical challenges. Nevertheless, the Board remains open to considering hybrid meetings in the future.

B. Live AGM Questions

No.	Question/ Comments	Answer / Response
2.	<p>Congratulations on paying dividend at a minimum same rate as last year. Appreciate the gesture.</p> <p>Why is Plantation Malaysia Malaysia (with approx. 3,500 ha) still recording losses while Plantation Indonesia (approx. 5,000 ha) is doing well?</p>	<p>We have a total six estates in Kelantan, of which two were recently fully matured and the rest are either partially mature, under rehabilitation, or still immature. Barring any unforeseen circumstances, we expect one to become profitable next year. In Kelantan, we are still incurring start-up losses as we pay lease rentals even before generating income. We are hopeful of turning around once the land has been fully developed, although progress is slower compared to owned estates.</p>
3.	<p>Our estates in Kelantan, Terengganu, and Perak are relatively small. How does the Company manage these smaller estates? It does not seem efficient.</p>	<p>The Kelantan estates are small but located near each other. These estates are managed collectively under the same managers allowing for coordinated planning, supervision and sharing of resources. This arrangement enables greater efficiency and cost-effectiveness in operations.</p>
4.	<p>The Manufacturing Division's turnover remains high, but profits are still very low. Why did the Company invest RM50 million in equipment?</p> <p>Why put more resources into this segment instead of 'pulling the handbrake' and slowing down?</p>	<p>The RM50 million investment was made towards the end of FYE2025 to acquire a digital printing machine that will support the division's long-term growth. As the investment was completed late in the year, results from this investment are expected to be reflected from Q3 FY2026 onwards.</p>
5.	<p>What is the Manufacturing Division's local versus overseas sales ratio?</p>	<p>Currently, approximately 80% of sales are derived from the local market and 20% from overseas. The Company is targeting to increase overseas contribution to about 30% going forward.</p>
6.	<p>Does the Group still produce passports? What about driving licences?</p>	<p>The Group only produce passports for the overseas markets (5 countries).</p>

No.	Question/ Comments	Answer / Response
		In respect of driving licences, we are currently producing the renewal slips. At present, we did not secure the main driving licence contract. The digital driving licences are done by JPJ themselves.
7.	What is the status of the litigation case against Datasonic Technologies?	The matter was fully resolved in 2022, with settlement concluded and payment received.
8.	What is the status of PTNJL's land litigation case?	There are no longer any litigation cases pertaining to the land matter. PTNJL's application for Pelepasan Hutan in respect of the planted areas within the forest area, and the issuance of the corresponding land title, is currently pending.
9.	Why is KFIMA Group's Sarawak estate not under FimaCorp? Why the split?	At the time of acquisition, FimaCorp did not have the resources to acquire the estate. However, operationally, KFIMA Group plantation are managed by FimaCorp.
10.	Please explain the drop in Q1 FY2026 results.	The quarterly fluctuations are primarily attributable to the timing of crude palm oil (CPO) shipments at PTNJL. For your information, CPO is delivered by barge, with each shipment amounting to approximately 3,000 MT. Accordingly, the number of shipments handled in a given quarter has a direct impact on revenue recognition for that period. Hence, fewer shipments in Q1 FY2026 compared to Q4 FYE2025 resulted in variances between the two quarters' results.
11.	Thank you for making available to shareholders the hard copy of the Annual report. Most appreciated. Thank you also for the consistent dividend payment. There were 412 new hires in FYE2025 – can you clarify?	Most new hires are by the Plantation Division due to contract expiry.
12.	Why is there a difference between retained earnings of RM459 million reported in page 135 and the retained earnings RM230.32 million on page 136?	The retained earnings on page 135 relate to the Group's retained earnings, whereas the figure of RM230.32 million on page 136 reflects the Company's retained earnings.

No.	Question/ Comments	Answer / Response
13.	Retained profits are almost double the size of the Company's share capital. Perhaps the Board can consider rewarding shareholders in light of its 50th year. Does the Board have anything in mind for shareholders?	At this juncture, there are no specific plans. However, historically the Company has undertaken bonus issues on six occasions. The Board takes note of the shareholder's comments and will give due consideration to the suggestion.
14.	Will the government's expansion of SST have any impact on the Group?	The impact is minimal. The biggest cost component is the transportation of FFB, which is already subject to SST.
	Are we engaging local to do harvesting?	Yes, but the numbers are relatively small. Ladang Kuala Betis even employs Orang Asli. Locals, particularly the younger generation, tend to prefer piece-rated work and prefer staying near estates rather than at remote locations.
15.	The Company's policy is 40% PATANCI dividend payout. Why not increase this to 50–60%?	As highlighted in the MD's presentation, the Company has been paying dividends consistently above the 40% rate in the past. For instance, the Company paid out 93.2% of its PATANCI as dividends for the current FYE2025. In FYE2022, a special dividend was also paid. The Board will endeavour to sustain dividend payments on a consistent basis going forward.
16.	What is percentage of the Plantation Division's contribution to Group profits? What about the OER rate?	The Plantation Division contributed 98.9% to Group profit, as disclosed on page 22 of the Annual Report. Plantation statistics, including the OER, yields and other related metrics are set out on page 32 of the Annual Report. The division will continue to take measures to improve yields, particularly from the newly developed estates.