

CORPORATE GOVERNANCE REPORT

STOCK CODE : 0104
COMPANY NAME : GENETEC TECHNOLOGY BERHAD
FINANCIAL YEAR : June 30, 2026

OUTLINE:

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

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

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

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

Intended Outcome

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

Practice 1.1

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

Application	:	Applied
Explanation on application of the practice	:	The Board of Directors of the Company ("Board") assumes overall responsibility for the leadership, governance and long-term success of the Company and its subsidiaries ("Group"). The Board sets the Group's strategic direction and long-term objectives, establishes appropriate values and standards, and oversees the implementation of key strategic initiatives. The formulation and periodic review of the Group's strategy, as well as the oversight of its implementation, remain matters reserved for the Board. In discharging its responsibilities, the Board ensures that the Group's strategic plans are supported by adequate financial, human, technological and operational resources to achieve its objectives. The Board also oversees the Group's risk management and internal control framework to safeguard the interests of the Group and its stakeholders. During the financial year under review, the Board and its Board Committees undertook the following key activities: 1. Strategic Planning – Reviewed the Group's strategic direction at scheduled biannual Board meetings and approved the annual budget to ensure capital and resources were allocated in line with the Group's strategic priorities. 2. Financial Oversight – Reviewed the quarterly financial results and annual audited financial statements prior to their release to Bursa Malaysia Securities Berhad ("Bursa Securities") and monitored the Group's performance against both financial and non-financial indicators. 3. Internal Audit and Internal Control – Considered reports from the independent outsourced internal audit function through the Audit Committee, monitored Management's implementation of corrective actions arising from internal audit findings, and

	obtained formal assurance from the Chief Executive Officer ("CEO") and Chief Financial Officer ("CFO") on the adequacy and effectiveness of the Group's risk management and internal control systems. 4. Remuneration and Talent Management – Through the Remuneration Committee, reviewed the Directors' and Senior Management's remuneration framework to ensure it remained aligned with the Group's strategic objectives and supported the attraction, motivation and retention of competent leadership talent. 5. Risk Oversight – Through the Audit Committee and Risk Management Committee, reviewed principal risks across governance, compliance, strategic, operational and financial areas, assessed the adequacy of mitigation measures, and monitored Management's actions to address significant risks. Further details are set out in the Statement on Risk Management and Internal Control contained in the Annual Report. 6. Succession Planning – Oversaw succession planning for the Board and Key Senior Management, with the Nomination Committee regularly reviewing the leadership pipeline to ensure continuity of leadership and effective succession. 7. Stakeholder Engagement – Promoted transparent and timely communication with shareholders and other stakeholders through the Company's investor relations programme and Corporate Disclosure Policy. Key corporate information, including announcements, governance documents and financial reports, is made available on the Company's corporate website to facilitate access to relevant information.
Explanation for departure :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
Measure :	
Timeframe :	

Intended Outcome

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

Practice 1.2

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

Application	:	Applied
Explanation on application of the practice	:	The Board is led by Mr Allen Lik-Hook Ting, an Independent Non-Executive Director, who serves as Chairman. The Chairman provides leadership to the Board and is responsible for promoting high standards of corporate governance, ensuring the Board functions effectively, and fostering a culture of integrity, accountability and constructive debate. As set out in the Board Charter, the Chairman's principal responsibilities include: (a) leading the Board in establishing the Company's vision, values and ethical standards; (b) ensuring Directors receive accurate, timely and quality information to facilitate informed decision-making; (c) promoting open and effective communication between the Board, Management, shareholders and other stakeholders, and ensuring stakeholders' views are appropriately considered by the Board; (d) encouraging active participation and constructive contributions from all Directors, while fostering effective working relationships between Executive and Non-Executive Directors; (e) overseeing the evaluation of the effectiveness of the Board, Board Committees and individual Directors; (f) promoting the highest standards of integrity, corporate governance and ethical conduct throughout the Group; and (g) leading the Board in establishing, reviewing and monitoring the Group's corporate governance framework and practices. The Chairman works closely with the CEO, providing guidance and support while maintaining a clear separation of responsibilities between the leadership of the Board and the executive management of the Group. Together with the Board, the Chairman oversees the annual assessment of the Company's corporate governance practices against the Malaysian Code on Corporate Governance ("MCCG"). Where departures from the

	MCCG are identified, the Board provides appropriate explanations and adopts alternative practices, where appropriate, to achieve the intended governance outcomes.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 1.3

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

Application	:	Applied	
Explanation on application of the practice	:	The positions of Board Chairman and CEO are held by separate individuals, namely Mr Allen Lik-Hook Ting as Chairman and Mr Chin Kem Weng as CEO, with clearly defined and distinct responsibilities as set out in the Company's Board Charter. The separation of the roles of Chairman and CEO promotes a clear division of responsibilities, ensuring an appropriate balance of authority and accountability while avoiding the concentration of power in a single individual. This governance structure enables the Board to exercise objective and independent oversight over Management. The Chairman provides leadership to the Board, promotes effective corporate governance, facilitates constructive Board deliberations, and oversees the Group's strategic direction. The CEO is responsible for the day-to-day management of the Group's operations and business affairs, including implementing the strategies, policies and decisions approved by the Board, and overseeing their execution.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 1.4

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

<i>Note: If the board Chairman is not a member of any of these specified committees, but the board allows the Chairman to participate in any or all of these committees' meetings, by way of invitation, then the status of this practice should be a 'Departure'.</i>		
Application	:	Applied
Explanation on application of the practice	:	Mr Allen Lik-Hook Ting, as Chairman of the Board, does not serve as a member of the Audit Committee ("AC"), Nomination Committee ("NC") or Remuneration Committee ("RC"). This enables the respective Board Committees to discharge their responsibilities objectively and independently, while maintaining appropriate checks and balances in the Board's governance structure. The Board believes that this arrangement promotes greater independence in the deliberations and recommendations of the Board Committees and supports effective oversight of the Group's governance, financial reporting, risk management, Board composition and remuneration matters.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 1.5

The board is supported by a suitably qualified and competent Company Secretary to provide sound governance advice, ensure adherence to rules and procedures, and advocate adoption of corporate governance best practices.

Application	:	Applied
Explanation on application of the practice	:	The Board is supported by an in-house, suitably qualified Company Secretary who fulfils the requirements prescribed under the Companies Act 2016. She is a registered member of the Companies Commission of Malaysia ("CCM") and the Malaysian Institute of Chartered Secretaries and Administrators ("MAICSA"). The Company Secretary plays an integral role in supporting the effective functioning of the Board and facilitating good corporate governance practices. The Company Secretary's principal responsibilities include: • Board Support and Administration – Organising Board and Board Committee meetings, attending all meetings, and ensuring that minutes are properly prepared to record the deliberations, decisions and resolutions of the Board and its Committees, with appropriate follow-up on matters arising. • Corporate Governance and Regulatory Advisory – Providing guidance to the Board on its fiduciary duties and responsibilities, corporate governance developments and corporate disclosure obligations, and facilitating compliance with the Main Market Listing Requirements of Bursa Securities ("MMLR"), the Companies Act 2016 and other applicable laws and regulations. • Regulatory Compliance and Liaison – Facilitating timely statutory filings and submissions and acting as the primary liaison with relevant regulatory authorities, including the CCM and Bursa Securities, on corporate secretarial and regulatory matters. • Professional Development – Keeping abreast of legislative, regulatory and corporate governance developments through continuous professional development programmes and training and maintaining compliance with the ongoing professional requirements of CCM and MAICSA. All Directors have direct and unrestricted access to the advice and services of the Company Secretary to support them in the effective discharge of their duties and responsibilities. The Company Secretary

	keeps the Board apprised of relevant regulatory developments and corporate governance practices, and provides guidance on their implication, where appropriate, to facilitate informed decision-making and effective Board oversight.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 1.6

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

Application	:	Applied
Explanation on application of the practice	:	An annual meeting calendar setting out the scheduled dates of Board Meetings, Board Committees Meetings, and the Annual General Meeting ("AGM") is circulated to all Directors at the start of each calendar year. Directors and Principal Officers are also notified of closed periods for securities dealings based on the anticipated announcement dates of the Company's quarterly results. Prior to each meeting, the Company Secretary, in consultation with the respective Chairpersons and Management, finalises the agenda. Notices of meetings are issued to Directors and invitees seven (7) days in advance, except in the case of special meetings convened to address urgent matters. Management is advised simultaneously of both the agenda and the deadline for submitting agenda papers. To facilitate informed deliberation, meeting materials and relevant documents are provided to all Directors typically seven (7) days before the meeting. This ensures that Directors have sufficient time to review the agenda papers and seek clarification where necessary. Draft minutes, once confirmed by Management for accuracy, are circulated to the Board and the respective Board Committees within a reasonable period after each meeting. The minutes clearly and accurately and comprehensively record the deliberations of the Board and its Board Committees, the key rationale for decisions made, significant concerns raised, and any dissenting views or abstentions. The respective minutes are approved or noted at the subsequent meeting.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
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Intended Outcome

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

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

Practice 2.1

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

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

Application	:	Applied
Explanation on application of the practice	:	The Board Charter sets out the core values of the Company, the duties and responsibilities of the Board and individual Directors, including the specific roles of the Chairman, CEO and Executive Directors. It also outlines the functions and responsibilities of the Board Committees, each of which operates under the terms of reference approved by the Board, as well as the role of the Company Secretary in supporting effective Board governance. The Board Charter is established in accordance with the principles of good governance and applicable laws, regulations and governance requirements issued by the relevant regulatory authorities. The Board Charter serves as a key governance document for the Board and Management by clearly defining matters specifically reserved for the Board's decision, including the Group's strategic direction and business planning, financial oversight, risk management and internal controls, succession planning, compliance obligations, and other key assurance matters. The Board Charter is published on the Company's corporate website and is reviewed and updated periodically, or whenever necessary, to ensure that it remains relevant and aligned with evolving regulatory requirements, market practices, and the Company's business needs.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	

Timeframe	:		
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Intended Outcome

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

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

Practice 3.1

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

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

Application	:	Applied
Explanation on application of the practice	:	The Board recognises that strong leadership, ethical values and responsible stewardship are essential to fostering a culture of integrity throughout the Group. To support this commitment, the Group has adopted two separate codes, namely the Code of Ethics and Code of Conduct for Directors and the Code of Ethics and Code of Conduct for Employees, which establish the standards of integrity, ethical behaviour and professional conduct expected of their respective groups. Code of Ethics and Code of Conduct for Directors The Board maintains high standards of ethical conduct guided by the Company Directors' Code of Ethics issued by the CCM. The Code of Ethics and Code of Conduct for Directors sets out the principles of integrity, accountability, professionalism and good corporate governance expected of Directors in the discharge of their fiduciary duties and responsibilities. Directors are required to promptly disclose any actual or potential conflicts of interest that may arise in the course of their duties, in accordance with the Code and applicable regulatory requirements. The Code is reviewed periodically by the Board to ensure its continued relevance and alignment with prevailing laws, regulations and good corporate governance practices. Code of Ethics and Code of Conduct for Employees The Code of Ethics and Code of Conduct for Employees establishes the standards of ethical behaviour, professional conduct and workplace practices expected of employees in carrying out their duties and responsibilities. It provides guidance on compliance with the Group's policies and procedures, integrity in business dealings, and employees' responsibilities towards the Group, colleagues, customers and other stakeholders. The Code promotes a disciplined, respectful and ethical working environment and applies to employees at all levels across the Group.

	Both the Code of Ethics and Code of Conduct for Directors and the Code of Ethics and Code of Conduct for Employees are published on the Company's corporate website and are communicated to the respective parties for their awareness and compliance.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

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

Practice 3.2

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

Application	:	Applied
Explanation on application of the practice	:	The Company has established a Whistleblowing Policy to encourage Directors and employees to report, in good faith, any actual or suspected misconduct, unethical behaviour or violations of laws, regulations or the Company's policies. The Policy provides a secure and confidential reporting mechanism and is designed to ensure that whistle-blowers are protected from intimidation, harassment or retaliation for making genuine reports in good faith. Reportable matters include, but are not limited to: (i) fraud; (ii) corruption, bribery or blackmail; (iii) abuse of power; (iv) conflicts of interest; (v) theft or embezzlement; (vi) misuse of the Company's assets or property; and (vii) non-compliance with applicable laws, regulations, policies or procedures. The AC oversees the administration and effectiveness of the Whistleblowing Policy. Reports may be submitted via email or in writing directly to the Chairperson of the AC, thereby ensuring confidentiality, impartiality and independent assessment of the matters reported. The Whistleblowing Policy is referenced in the Employees' Handbook and the Board Charter, published on the Company's corporate website, and reviewed periodically to ensure its continued relevance and effectiveness and alignment with applicable regulatory requirements and good corporate governance practices.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		

Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.1

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

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

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

Application	:	Applied
Explanation on application of the practice	:	The Board recognises that sustainable business practices are fundamental to creating long-term value for the Group and its stakeholders. The Board and Management share responsibility for embedding sustainability considerations into the Group's corporate strategy, business operations and decision-making processes by integrating environmental, social and governance ("ESG") considerations into the Group's strategic objectives. To strengthen sustainability governance, the Board has approved the Terms of Reference ("TOR") of the Sustainability Committee for sustainability governance, which provides the framework for overseeing the Group's sustainability agenda. The Board is supported by the Sustainability Committee, chaired by the Executive Director/Deputy CEO, comprising representatives from key business and functional areas across the Group. The Sustainability Committee provides cross-functional perspectives and supports Management in the development, implementation and monitoring of the Group's sustainability strategies, initiatives and policies. The Board retains overall responsibility for overseeing the Group's sustainability strategy and governance framework and ensuring that sustainability considerations, including economic, environmental, social, and governance ("EESG") factors, are integrated into the Group's strategic planning, business practices and operations, as well as implementing sustainability initiatives endorsed by the Board and monitored by the Sustainability Committee. The Sustainability Committee reports regularly to the Board on the progress of the Group's sustainability initiatives, key EESG developments and material sustainability matters. The Board, through the Sustainability Committee and the Risk Management Committee, oversees the identification, assessment and

	management of sustainability-related risks and opportunities. The committees monitor the effectiveness of Management's actions and risk mitigation measures to support the long-term resilience and sustainable growth of the Group. Further information on the Group's sustainability governance, material sustainability matters, initiatives and performance is set out in the Sustainability Statement contained in the Annual Report.			
Explanation for departure	:			
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>				
Measure	:			
Timeframe	:	<table border="1"> <tr> <td></td><td></td></tr> </table>		

Intended Outcome

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

Practice 4.2

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

Application	:	Applied	
Explanation on application of the practice	:	The Board oversees the Group's sustainability framework, while Management is responsible for communicating and implementing the Group's sustainability strategies, priorities and targets across the organisation. Regular updates on sustainability initiatives and performance against established targets are communicated internally to promote awareness, accountability and participation across the Group. The Group also communicates its sustainability commitments and expectations to external stakeholders through relevant policies published on the Company's corporate website. Suppliers are required to review, understand, accept and comply with the Group's Supplier Code of Conduct, reinforcing responsible and ethical business practices throughout the supply chain. The Group also undertakes stakeholder engagement activities from time to time to obtain feedback and understand stakeholders' expectations and concerns. The insights gathered are considered in the review and enhancement of the Group's sustainability strategies, priorities and initiatives. Further information on the Group's sustainability governance, stakeholder engagement activities, material sustainability matters, performance and future commitments is set out in the Sustainability Statement contained in the Annual Report.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.3

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

Application	:	Applied
Explanation on application of the practice	:	The Board recognises the importance of maintaining and enhancing its knowledge and understanding of sustainability matters to effectively oversee the Group's sustainability strategy and governance. Directors are encouraged to keep abreast of emerging sustainability trends, climate-related developments, evolving regulatory requirements and their potential implications for the Group. Through the Nomination Committee, the Board reviews the sustainability-related training needs of Directors from time to time to ensure they remain equipped with the knowledge and competencies required to oversee the Group's sustainability agenda effectively. The Board actively encourages Directors to participate in relevant training programmes to enhance their knowledge of sustainability, governance, ethical conduct, regulatory compliance, cyber resilience and emerging risks. During the financial year, Directors attended training programmes, including Anti-Bribery and Corruption: Compliance with the Malaysian Anti-Corruption Commission Act 2009 and Cybersecurity Awareness for Management and Leadership. These programmes enhanced the Board's understanding of governance, ethical conduct, regulatory compliance, cyber resilience and emerging risks, enabling the Board to provide more effective oversight of the Group's sustainability agenda. In addition, the Sustainability Committee keeps abreast of emerging sustainability trends, regulatory developments and industry best practices, and provides regular updates and recommendations to the Board to support informed decision-making and the continuous enhancement of the Group's sustainability policies, strategies and initiatives. The Board remains committed to continuously strengthening its sustainability knowledge and competencies to enable effective oversight of the Group's sustainability-related risks and opportunities and long-term value creation.
Explanation for departure	:	

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

Intended Outcome

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

Practice 4.4

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

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	The annual Board evaluation includes sustainability-related criteria, including the Board's oversight of the Group's material sustainability risks and opportunities, sustainability strategies, priorities and targets, as well as the monitoring of sustainability-related performance indicators and targets. However, the performance of Senior Management is currently under the oversight of the CEO and is not currently subject to a formal evaluation process that specifically incorporates sustainability-related performance considerations. As an interim measure, the Sustainability Committee, with support from Senior Management, oversees the implementation of the Group's sustainability strategies, priorities and targets, with progress against the targets monitored and reported to the Board. These arrangements, together with the Board's annual sustainability-related evaluation, provide oversight of the Group's material sustainability risks and opportunities While the Company works towards enhancing its Senior Management performance assessment process.
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	The Company will enhance the existing Senior Management performance assessment process under the oversight of the CEO by incorporating appropriate sustainability-related performance criteria, including an assessment of Senior Management's effectiveness in addressing the Group's material sustainability risks and opportunities.
Timeframe	:	OthersOn going

Intended Outcome

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

Practice 4.5- Step Up

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

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

Application	:	Adopted
Explanation on adoption of the practice	:	Mr Sow Ewe Lee, the Executive Director cum Deputy Chief Executive Officer, has been appointed as the Chairperson of the Sustainability Committee to lead Management's implementation of the Group's sustainability agenda. In this role, he oversees the implementation of the Group's sustainability strategies and initiatives, ensures that sustainability considerations are integrated into the Group's business operations and decision-making processes, and monitors progress against the Group's sustainability priorities and targets. The Sustainability Committee provides regular updates to the Board on sustainability-related matters, including the progress of sustainability initiatives, emerging sustainability risks and opportunities, and recommendations to support the Board's oversight and decision-making. To further strengthen the Group's sustainability governance and reporting practices, the Company has engaged an external sustainability consultant to provide guidance and support in reviewing its sustainability reporting practices, with the aim of enhancing the quality and effectiveness of its sustainability disclosures and support alignment with applicable regulatory requirements and reporting expectations.

Intended Outcome

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

Practice 5.1

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

Application	:	Applied
Explanation on application of the practice	:	NC is responsible for overseeing the composition of the Board, which is periodically refreshed in alignment with the Group's strategic direction, while considering the optimal Board size and the appropriate balance of Executive and Non-Executive Directors (including Independent Directors). The NC also considers the Board's collective skills, competencies and experience in the context of the Group's strategic direction and evolving business needs. The NC undertakes an annual review of the Board composition, including the tenure, performance, skills, experience, independence and diversity of Directors, to ensure that the Board continues to possess the appropriate balance of competencies and perspectives necessary to support the Group's strategic objectives. The NC also considers succession planning for the Board and Board committees to ensure continuity and the availability of suitable candidates to support future leadership needs. On an annual basis, the NC conducts performance evaluations of the Board, Board Committees and individual Directors to assess their effectiveness in discharging their respective roles and responsibilities. The independence of Independent Directors is also reviewed annually, with reference to their independence of character and judgement, as well as whether any relationships or circumstances may affect their ability to exercise objective and independent judgement. For Directors retiring by rotation and eligible for re-election, the Board, through the NC, evaluates the retiring Directors based on the outcome of the performance evaluation and their declarations pursuant to the Directors' Fit and Proper Policy. Where the evaluation outcome is satisfactory, the Board endorses the NC's recommendation for the re-election of the retiring Directors at the forthcoming AGM. The Company complies with the requirements of the MMLR relating to the twelve (12)-year tenure limit for Independent Directors. In addition, the Board has achieved the MCCG's recommended threshold of at least 30% women directors.

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

Intended Outcome

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

Practice 5.2

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

Application	:	Applied
Explanation on application of the practice	:	The Board currently comprises six (6) members, consisting of two (2) Executive Directors and four (4) Independent Non-Executive Directors. Accordingly, Independent Directors constitute two-thirds of the Board's composition. The Board's composition exceeds the recommendation under the MCCG's recommendation threshold for Independent Directors, with Independent Directors comprising two-thirds of the Board. This provides a strong level of independence at Board level and supports effective oversight, balanced deliberations and constructive challenge, while ensuring that diverse perspectives are considered in the decision-making process. The Board is committed to fostering a culture of open and inclusive discussion, where all Directors are encouraged to actively participate and contribute their views. This promotes robust deliberations and supports balanced decision-making in the best interests of the Company and its stakeholders.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 5.3

The tenure of an independent director does not exceed a cumulative term limit of nine years. Upon completion of the nine years, an independent director may continue to serve on the board as a non-independent director.

If the board intends to retain an independent director beyond nine years, it should provide justification and seek annual shareholders' approval through a two-tier voting process.

Application	:	Applied	
Explanation on application of the practice	:	As at the date of this Statement, none of the Independent Directors has served the Company for a cumulative term of nine (9) years. The Company will continue to monitor the tenure of its Independent Directors and undertake the necessary assessments in accordance with the MCCG and applicable regulatory requirements.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 5.4 - Step Up

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

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

Application	:	Not Adopted
Explanation on adoption of the practice	:	

Intended Outcome

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

Practice 5.5

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

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

Application	:	Applied
Explanation on application of the practice	:	The NC is responsible for overseeing a formal, rigorous and transparent process for the appointment and assessment of Directors and members of Board Committees. The Board is committed to ensuring fair and equal consideration for all candidates for Board and senior management positions, regardless of gender, ethnicity, or age. All appointments and reappointments are made based on merit and objective criteria and the requirements of the Group, with due consideration given to diversity in skills, experience, age, cultural background, and gender. The Company has established documented “Procedures for Selection and Appointment of New Directors” to guide the identification, evaluation and selection of suitable candidates for the Board and Senior Management positions. In addition, the Board has adopted a “Directors’ Fit and Proper Policy”, which is applied upon appointment and at regular intervals thereafter to assess the integrity, experience, competence, commitment and suitability of Directors. In evaluating candidates, the Board considers various factors, including their qualifications, skills, experience, competencies, integrity, independence (where applicable), diversity, ability to devote sufficient time and attention to the Company, and existing board commitments, particularly directorships in other listed and non-listed entities. The NC also considers the composition and evolving needs of the Board in the context of the Group’s strategic direction and business requirements. Any proposed appointment is subject to the NC’s assessment and recommendation to the Board for consideration and approval. For Directors retiring by rotation and eligible for re-election, the Board, through the NC, evaluates the retiring Directors based on the outcomes of the performance evaluation and their declarations pursuant to the Directors’ Fit and Proper Policy. Where the evaluation outcome is satisfactory, the Board endorses the NC’s recommendation for the re-election of the retiring Directors at the forthcoming AGM.

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

Intended Outcome

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

Practice 5.6

In identifying candidates for appointment of directors, the board does not solely rely on recommendations from existing board members, management or major shareholders. The board utilises independent sources to identify suitably qualified candidates.

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

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	The NC does not currently utilise independent sources to identify candidates for appointment to the Board. Candidates are presently identified through recommendations from existing Directors, Key Senior Management and business associates. The Board is of the view that these sources have provided access to candidates with the skills, experience and competencies required by the Board and are considered appropriate having regard to the Group's business needs and requirements. Notwithstanding the source of recommendations, all potential candidates are subject to a formal and rigorous assessment by the NC in accordance with the Company's "Procedure for Selection and Appointment of New Directors" and the "Directors' Fit and Proper Policy". Candidates are assessed based on, among others, their competence, integrity, character, commitment, time availability, experience and suitability in accordance with Paragraph 2.20A of the MMLR. The Board is satisfied that the current process provides a structured and objective basis for identifying and assessing suitable candidates and that the current sources have been sufficient to meet the Board's requirements.
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	The Company will consider sourcing suitably qualified candidates through reliable external and independent sources when future Board vacancies arise, with a view to broadening the pool of potential

	candidates and bringing fresh perspectives, skills and experience to the Board.	
Timeframe	:	Others Ongoing

Intended Outcome

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

Practice 5.7

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

Application	:	Applied
Explanation on application of the practice	:	The Board recognises the importance of providing shareholders with comprehensive and meaningful information to enable them to make informed decisions on the appointment and re-election of Directors. For Directors retiring by rotation and recommended for re-election at the forthcoming AGM, the Board, through the NC, has conducted an assessment of their suitability for continued service, taking into consideration, among others, their performance, contribution and compliance with the Company's Fit & Proper Policy. To facilitate shareholders' assessment, the Annual Report provides detailed profiles of the Directors, including their age, gender, qualifications, career history, directorships in other companies, interests in the Company (if any). The profiles also disclose any potential or actual conflicts of interest, as well as any interest, position or relationship that may reasonably be perceived to materially influence their ability to exercise independent judgement or act in the best interests of the Company. In addition, the Board's statement in support of the proposed re-election of the retiring Directors is included in the explanatory notes accompanying the Notice of the AGM to assist shareholders in making an informed decision on the proposed re-election.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	

Timeframe	:		
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Intended Outcome

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

Practice 5.8

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

Application	:	Applied	
Explanation on application of the practice	:	The NC currently comprises three (3) members, all of whom are Independent Non-Executive Directors. The NC is chaired by Ms Ong Phoe Be, an Independent Non-Executive Director.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 5.9

The board comprises at least 30% women directors.

Application	:	Applied	
Explanation on application of the practice	:	The Board currently comprises two (2) women Directors out of six (6) Directors, representing 33.33% women's representation on the Board.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 5.10

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

Application	:	Applied
Explanation on application of the practice	:	The Company has established a Gender Diversity Policy which provides a framework for promoting gender diversity at the Board and Senior Management levels. The Policy sets out the Company's commitment to providing fair and equal opportunities and considering suitably qualified candidates based on merit and objective criteria, with due consideration given to diversity in skills, experience, age, cultural background and gender. The Board, through the Nomination Committee ("NC"), oversees the implementation of the Gender Diversity Policy and considers gender diversity as part of the Board and Senior Management appointment and succession planning processes. The NC also reviews the composition of the Board and Senior Management from time to time to assess whether the desired level of diversity is being achieved in line with the Group's business requirements and strategic direction. The Company is committed to maintaining at least 30% women representation on the Board and to providing equal opportunities for suitably qualified women candidates for Board and Senior Management positions. As at the date of this Report, the Board comprises two (2) female Directors out of six (6) Directors, representing 33.33% women representation on the Board. The Company will continue to identify, develop and retain suitable female talent within the Group and consider qualified female candidates for Board and Senior Management appointments, where appropriate. Progress in promoting gender diversity will continue to be monitored by the NC as part of its ongoing review of Board and Senior Management composition.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	

Timeframe	:		
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Intended Outcome

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

Practice 6.1

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

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

<i>Note: For a Large Company to qualify for adoption of this practice, it must undertake annual board evaluation and engage an independent expert at least every three years to facilitate the evaluation.</i>	
Application	: Applied
Explanation on application of the practice	The Board undertakes a formal and objective annual evaluation of the effectiveness and performance of the Board, Board Committees and individual Directors. The evaluation is facilitated by the Company Secretary through structured questionnaires incorporating self-assessment and peer assessment. The evaluation covers, among others, the effectiveness of the Board and Board Committees, the contribution and performance of individual Directors, and the independence of Independent Non-Executive Directors. The evaluation results are compiled and presented in summary form to the NC for review and deliberation and report the same to the Board. The NC reviews the evaluation results and identifies areas requiring further attention or improvement, where appropriate. The results also form the basis of the NC's recommendations to the Board on the re-election of Directors and are considered in reviewing the composition of the Board and Board Committees, including the balance of skills, experience, independence and diversity. Based on the outcome of the evaluation for the financial year under review, the NC was satisfied with the overall effectiveness and performance of the Board, Board Committees and individual Directors. The Board will continue to review and enhance the evaluation process, where appropriate, to ensure its continued effectiveness.
Explanation for departure	:

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

Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 7.1

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

Application	:	Applied
Explanation on application of the practice	:	The Board, through the RC, has established a Remuneration Framework for Board and a Remuneration Policy for Directors and Senior Management, which are available on the Company's corporate website. The RC reviews the Remuneration Framework and Remuneration Policy periodically and recommends revisions to the Board, where appropriate, to ensure that they remain relevant and aligned with the Group's objectives and prevailing market practices. The RC is responsible for reviewing and recommending to the Board the remuneration packages for the Executive Directors, taking into consideration individual performance, seniority, experience, scope of responsibilities, and the Group's strategic objectives and overall performance. Where appropriate, external benchmarking is undertaken to assess the competitiveness and appropriateness of the remuneration packages. The remuneration of Executive Directors is structured to recognise both the Group's performance and individual contributions. The remuneration of Non-Executive Directors is determined with reference to their experience, the level of responsibilities, and contributions to the Board and Board Committees, taking into consideration remuneration practices of comparable companies. The remuneration of Non-Executive Directors does not include variable or performance-based incentives that may compromise their objectivity and independence. Executive Directors abstain from participating in deliberations or decisions relating to their own remuneration. Similarly, individual Non-Executive Directors abstain from discussions and voting on matters concerning their own fees. The remuneration of Non-Executive

	Directors is determined by the Board as a whole, subject to the approval of shareholders. The remuneration of Senior Management is determined by the CEO in accordance with the approved Remuneration Policy, taking into consideration the complexity of their respective roles, individual performance, experience, and prevailing market benchmarks. The RC and the Board retain oversight of Senior Management remuneration through the review of the remuneration framework and policy and the overall remuneration practices of the Group.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

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

Practice 7.2

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

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

Application	:	Applied
Explanation on application of the practice	:	The RC comprises three (3) members, all of whom are Independent Non-Executive Directors. The RC assists the Board in implementing the Group's remuneration policies and procedures and is responsible for reviewing and recommending matters relating to the remuneration of Directors and Senior Management. In carrying out its responsibilities, the RC considers the competitiveness, fairness and appropriateness of the remuneration arrangements, having regard to the Group's objectives and the need to attract, retain and motivate talent. The RC operates under clearly defined TOR, which set out its duties, responsibilities and authority. The TOR is available on the Company's corporate website.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 8.1

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

Application	:	Applied
Explanation on application of the practice	:	Details of the Board's remuneration of the Company and the Group on a named basis for the financial year ended 30 June 2026 are set out below.

No	Name	Directorate	Company ('000)							Group ('000)						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Chin Kem Weng	Executive Director	-	-	822.193	67.800	27.996	-	917.989	-	-	822.193	67.800	27.996	-	917.989
2	Sow Ewe Lee	Executive Director	-	-	507.008	41.765	23.952	-	572.725	-	-	507.008	41.765	23.952	-	572.725
3	Allen Lik-Hook Ting	Independent Director	144	-	-	-	-	-	144	144	-	-	-	-	Input info here	144
4	Ong Phoe Be	Independent Director	120	-	-	-	-	-	120	120	-	-	-	-	Input info here	120
5	Datuk Wira Jeeventhiran a/l Ramanaidu	Independent Director	72	-	-	-	-	-	72	72	-	-	-	-	Input info here	72
6	Ong Siew Min	Independent Director	72	-	-	-	-	-	72	72	-	-	-	-	Input info here	72
7	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
8	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
9	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
10	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
11	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
12	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
13	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
14	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
15	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

Intended Outcome

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

Practice 8.2

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

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	The RC and the Board are of the view that disclosing the names of the top five (5) Senior Management personnel together with their remuneration components may not be in the best interests of the Company, given the highly competitive market for Senior Management personnel with the requisite knowledge, technical expertise and industry experience. Such disclosure may potentially give rise to recruitment and talent retention challenges. As an alternative, the Company has disclosed the remuneration of Senior Management (excluding Directors) in bands of RM50,000 in the Annual Report, without identifying individual Senior Management personnel. The RC and the Board consider that this approach provides an appropriate balance between transparency and accountability in respect of Senior Management remuneration and the legitimate commercial considerations associated with the recruitment and retention of key talent.
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	The Company will continue to review the disclosure of Senior Management remuneration and consider enhancing the level of disclosure, where appropriate, taking into consideration the shareholders' interests, market practices and the Company's ability to attract and retain key talent.
Timeframe	:	Othersongoing

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

Intended Outcome

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

Practice 8.3 - Step Up

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

Application	:	Not Adopted
Explanation on adoption of the practice	:	

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

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.1

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

Application	:	Applied	
Explanation on application of the practice	:	The roles of the Chairperson of the Board and the AC are held by two different individuals. This separation of roles promotes independent and objective oversight of the AC's findings and recommendations by the Board. For the financial year under review, Mr Allen Lik-Hook Ting serves as the Chairman of the Board, while Ms Ong Phoe Be serves as the Chairperson of the AC.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.2

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

Application	:	Applied	
Explanation on application of the practice	:	The Company’s Auditors Policy sets out guidelines for the appointment and oversight of External Auditors. The Policy incorporates a requirement that any former partner of the Company’s External Auditors observe a cooling-off period of at least three (3) years before being eligible for appointment as a member of the AC. For the financial year under review, none of the AC members was a former partner of the Company’s External Auditors. Accordingly, the composition of AC complied with the requirements of the Auditors Policy.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.3

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

Application	:	Applied
Explanation on application of the practice	:	The Company has established an Auditors' Policy which sets out the policies, procedures and evaluation criteria for the AC to assess the suitability, objectivity and independence of the External Auditors. The AC conducts an annual assessment of the External Auditors based on established criteria, including their calibre, quality of processes and performance, audit team, independence and objectivity, audit scope and planning, audit fees and audit communications. The AC also considers the External Auditors' confirmation of independence and compliance with relevant ethical requirements and applicable professional and regulatory standards. In addition, the AC meets with the External Auditors without the presence of the Executive Directors and Management to obtain direct feedback and assess matters relating to their independence, effectiveness and conduct. Based on the assessment conducted during the financial year under review, the AC was satisfied with the suitability, objectivity and independence of the External Auditors and recommended their reappointment to the Board for endorsement and shareholders' approval.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.4 - Step Up

The Audit Committee should comprise solely of Independent Directors.

Application	:	Adopted
Explanation on adoption of the practice	:	The AC comprises three (3) members, all of whom are Independent Non-Executive Directors.

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.5

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

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

Application	:	Applied
Explanation on application of the practice	:	The members of the AC collectively possess a broad range of skills, experience and qualifications, including expertise in accounting, corporate finance and business, enabling them to discharge their duties and responsibilities effectively. All AC members are financially literate and possess the requisite knowledge and experience to understand and evaluate financial statements, financial reporting matters and related issues. Ms Ong Siew Min is a registered accountant with the Malaysian Institute of Accountants (MIA), thereby meeting the relevant requirements for membership of a recognised accounting body. All AC members undertake relevant continuing professional development and keep abreast of developments in accounting, auditing and financial reporting standards, practices and requirements. The AC also receives regular briefings from the External Auditors on developments in applicable accounting and auditing standards, as well as relevant regulatory and financial reporting requirements. These briefings support the AC in maintaining the knowledge and competencies necessary to effectively discharge its oversight responsibilities.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		

Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 10.1

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

Application	:	Applied
Explanation on application of the practice	:	The Board has established a Risk Management Framework which sets out the Group's approach to identifying, assessing, managing and monitoring risks. The Framework also establishes the risk reporting structure and governance arrangements for overseeing the Group's risk management processes. The Board is supported by the Risk Management Committee ("RMC") in overseeing the Group's risk management framework and monitoring significant risks and corresponding mitigation measures. The RMC reviews the Group's risk register regularly, including changes in the Group's risk profile, and reports its observations and recommendations to the Board for consideration. The Group adopts the principles of ISO 31000 Risk Management Guidelines as a reference in identifying, assessing, managing and monitoring significant risks. The risk management process is integrated into the Group's business operations and is subject to ongoing review to assess its adequacy and effectiveness. The Group also maintains internal controls through relevant policies, procedures and control activities, including quality management and environment management systems based on ISO 9001 and ISO 14001, respectively, to mitigate operational and business risks. Through these governance structures and processes, the Board oversees the Group's risk management and internal control framework in support of the achievement of the Group's strategic and operational objectives and the safeguarding of shareholders' investments and the Group's assets.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		

Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 10.2

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

Application	:	Applied
Explanation on application of the practice	:	The Board has established a comprehensive Risk Management Framework and internal control system to provide a structured and integrated approach to identifying, assessing, managing, monitoring and reporting the Group's key risks. The framework is designed to manage risks within the Group's defined risk appetite, rather than to eliminate the risk of failure in achieving the Group's business and corporate objectives. Key features of the Group's risk management and internal control framework include: • a Risk Management Committee ("RMC") which assists the Board in overseeing the Group's risk management framework and monitoring significant risks; • a structured risk management process for the identification, assessment, management and monitoring of significant risks; • a risk register which is reviewed by the RMC at each of its meetings, including the significant risks identified, corresponding mitigation measures and changes in the Group's risk profile; • established reporting mechanisms through which the RMC reports its observations and recommendations to the Board; • an Internal Audit function which independently reviews the adequacy and effectiveness of internal controls relating to key risks and reports its findings and recommendations to the AC; • the AC's oversight of the internal audit function and review of the adequacy and effectiveness of the Group's internal control systems; • established policies, procedures and control measures covering key financial, operational, compliance and information technology risks; and • periodic assurance from the CEO and CFO on the adequacy and effectiveness of the Group's risk management and internal control systems. The Group adopts the principles of ISO 31000 Risk Management Guidelines as a reference in identifying, assessing, managing and monitoring significant risks. Relevant control objectives and procedures

	based on ISO 9001 and ISO 14001 are also applied in the Group's day-to-day operations. During the financial year under review, the CEO and CFO provided assurance to the Board that the Group's risk management and internal control systems had operated adequately and effectively, in all material respects. The Board considered this assurance together with the findings and recommendations arising from the reviews undertaken by the Internal Audit function and the oversight exercised by the RMC and AC. Based on the assurance received and the reviews undertaken, the Board is of the opinion that the Group's risk management and internal control systems were adequate and effective in managing and mitigating the Group's material risks to an acceptable level during the financial year under review. The Board remains committed to continuously reviewing and enhancing the framework and related policies to address emerging and evolving risks. Further details of the Group's risk management and internal control systems are set out in the Statement on Risk Management and Internal Control contained in the Annual Report.	
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

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

Practice 10.3 - Step Up

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

Application	:	Adopted
Explanation on adoption of the practice	:	The RMC comprises three (3) members, of whom two (2) are Independent Non-Executive Directors. Accordingly, Independent Non-Executive Directors constitute a majority of the RMC, providing independent oversight of the Group's risk management framework and policies.

Intended Outcome

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

Practice 11.1

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

Application	:	Applied
Explanation on application of the practice	:	The Group's internal audit function is outsourced to CGRM Infocomm Sdn Bhd, an independent professional firm, to conduct systematic and independent reviews of the governance, risk management and internal control systems within the Group in accordance with a risk-based internal audit plan approved by the AC. The Internal Auditors work closely with Management in carrying out internal audit activities and report directly to the AC, thereby supporting the independence and objectivity of the internal audit function. The internal audit reports cover key risks of auditable areas, the controls and monitoring measures implemented and recommendations for improvement, where necessary. During the financial year under review, no material issues or significant deficiencies posing a high risk to the overall system of internal control were identified. Management is responsible for implementing the agreed action plans within the stipulated timelines, while the Internal Auditors conduct follow-up reviews and provide progress reports to the AC. The AC conducted an annual assessment of the quality, performance and competency of the internal audit function, using a structured assessment questionnaire. Based on the assessment, the AC was satisfied that the internal audit function was adequately resourced and had the requisite competence to discharge its duties and responsibilities effectively. Further details of the internal audit function and its activities are set out in the Audit Committee Report contained in the Annual Report.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	

Timeframe	:		
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Intended Outcome

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

Practice 11.2

The board should disclose—

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

Application	:	Applied
Explanation on application of the practice	:	The Internal Auditors are independent of the Group and are free from any relationships or conflicts of interest that could impair their objectivity and independence. Ms Jasmine Lee, a Certified Internal Auditor, Certified Risk Management Assurance, and Chartered Member of the Institute of Internal Auditors, Inc., heads the outsourced internal audit function. She has more than 25 years of internal audit experience across organisations of various sizes and sectors. Depending on the scope and complexity of each assignment, as set out in the risk-based internal audit plan approved by the AC, a team of two to three audit personnel is deployed. All team members possess at least a bachelor's degree. The internal audit practices are aligned and/or guided by the International Professional Practices Framework® comprising the Global Internal Audit Standards, Topical Requirements and Global Guidance of the Institute of Internal Auditors, Inc., as well as the Internal Control – Integrated Framework developed by the Committee of Sponsoring Organizations of the Treadway Commission ('COSO').
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

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

Practice 12.1

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

Application	:	Applied
Explanation on application of the practice	:	The Board acknowledges the importance of timely, accurate and equal dissemination of material information to shareholders, stakeholders, and the investing public. To support effective and consistent communication, the Board has adopted a Shareholders' Communication Policy and Corporate Disclosure Policy, which apply to all Directors and Officers. These policies set out the principles and procedures governing the handling and disclosure of corporate information in accordance with the requirements of Bursa Securities and other applicable laws and regulations. The Group provides shareholders and stakeholders with access to relevant and timely information through various communication channels, including: • Corporate Website – The Company's investor relations section provides access to up-to-date information on corporate developments, including Bursa announcements, financial results, annual reports and other relevant corporate disclosures. • Bursa Malaysia Announcements – Material information relating to the Company's business activities, corporate exercises and financial performance is disclosed to Bursa Securities in accordance with the applicable disclosure requirements and made available on the Company's website. • Designated Contact – Contact details of designated investor-relations personnel are made available on the Company's website to facilitate enquiries and communication with shareholders and stakeholders. • AGM – The AGM provides an important platform for direct engagement between shareholders, the Board and Senior Management. Shareholders are encouraged to participate, raise questions and seek clarification on matters relevant to the Company. • Investor Engagement Sessions – Where appropriate, the Company conducts investor and analyst briefings to communicate significant corporate developments, business strategies and the Group's financial performance, and to obtain feedback and better understand investors' views and expectations.

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

Intended Outcome

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

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

Practice 12.2

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

Application	:	Not applicable – Not a Large Company	
Explanation on application of the practice	:		
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 13.1

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

Application	:	Applied	
Explanation on application of the practice	:	The Company provided at least 28 days' notice in line with MCCG, while separately noting compliance with the applicable statutory/listing requirements. At the last AGM, the notice was issued on 24 October 2025, while the AGM was held on 25 November 2025. The notice period provides shareholders with sufficient time to review the agenda and resolutions to be tabled and make the necessary arrangements to attend and participate in the AGM, whether personally or through a proxy, corporate representative or attorney. The Notice of AGM is accompanied by detailed explanatory notes for every proposed resolution, providing shareholders with relevant information to facilitate their understanding and enable them to make informed decisions when exercising their voting rights.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 13.2

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

Application	:	Applied	
Explanation on application of the practice	:	All Directors, including the Chairpersons of the respective Board Committees, were present in the AGM to facilitate the direct engagement with shareholders. Shareholders were given the opportunity to raise questions on matters tabled at the AGM, and the Directors provided meaningful responses to the questions raised.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 13.3

Listed companies should leverage technology to facilitate—

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

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

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	The Board is of the view that the current arrangement for shareholders participation at general meetings is appropriate, having regard to the Group's circumstances and the level of shareholder participation at its general meetings. As an alternative, the Company facilitates shareholder participation through physical attendance at general meetings and electronic voting at the meeting. Shareholders who are unable to attend personally may appoint a proxy, corporate representative or attorney to attend, participate and vote on their behalf. These arrangements provide shareholders with opportunities to participate in the decision-making process, exercise their voting rights and engage directly with the Board and Management at general meetings.
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	The Company will continue to assess the feasibility of implementing appropriate facilities for remote participation at future general meetings, taking into consideration the needs of shareholders, technology capabilities and the Group's circumstances.
Timeframe	:	OthersOngoing

Intended Outcome

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

Practice 13.4

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

<i>Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to.</i>		
Application	:	Applied
Explanation on application of the practice	:	The Chairman of the Board is responsible for facilitating effective engagement with shareholders during general meetings. In advance of the AGM, the Company issued the Annual Report, Statement to Shareholders and Administrative Guide, which provided shareholders with relevant information and guidance on participating in the AGM and the matters tabled. During the AGM, shareholders were given sufficient opportunity to raise questions and seek clarification on the matters tabled. The Chairman facilitated the discussions and ensured that the questions raised by shareholders were appropriately addressed by the Board and Management. The questions raised by shareholders and the corresponding responses were recorded in the minutes of the AGM. The minutes were subsequently published on the Company's corporate website within the prescribed timeframe, enabling shareholders to review the proceedings and responses provided during the meeting.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 13.5

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

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

provide brief reasons on the choice of the meeting platform.		
Application	:	Not applicable – only physical general meetings were conducted in the financial year
Explanation on application of the practice	:	
Explanation for departure	:	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 13.6

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

<i>Note: The publication of Key Matters Discussed is not a substitute for the circulation of minutes of general meeting.</i>		
Application	:	Applied
Explanation on application of the practice	:	The minutes of the general meetings, incorporating the questions raised by shareholders, the Company's responses, and the detailed poll voting results, were made available on the Company's website within thirty (30) business days of the meetings, thereby enabling shareholders to review the proceedings and responses provided during the meeting.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

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

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

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