

# CORPORATE GOVERNANCE REPORT

**STOCK CODE** : 7935  
**COMPANY NAME** : MILUX CORPORATION BERHAD  
**FINANCIAL YEAR** : December 31, 2025

## 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board of Directors ("<b>Board</b>") of Milux Corporation Berhad ("<b>Milux</b>" or "<b>the Company</b>") assumes overall responsibility for the leadership, governance, strategic direction and long-term success of the Company and its subsidiaries (collectively, the "<b>Group</b>"). The Board is collectively accountable for ensuring that the Group's objectives are achieved in a sustainable manner, while safeguarding the interests of shareholders and other stakeholders.</p> <p>In discharging its fiduciary duties, the Board provides effective stewardship by setting the Group's strategic direction and overseeing the implementation of business plans by Management. The Board reviews and approves the Group's strategic plans, key corporate initiatives and annual budgets, and ensures that adequate financial, human and operational resources are in place to achieve the Group's objectives. The Board also monitors Management's performance and the Group's operational and financial results through regular reviews and updates.</p> <p>The Board is responsible for establishing and promoting the Group's values, ethical standards and sound governance framework. This includes overseeing the development and periodic review of the Group's vision, mission and core values, as well as policies and strategies relating to economic, environmental and social ("<b>EES</b>") considerations, with the aim of fostering sustainable business practices and long-term value creation.</p> <p>To facilitate the effective discharge of its duties, the Board operates in accordance with a formalised Board Charter, which serves as a key reference document outlining the roles, responsibilities and authority of the Board, as well as matters reserved for its deliberation and decision. The Board Charter also articulates the Group's governance philosophy and commitment, as set out in Paragraph 3 thereof, and is available on the Company's website at <a href="http://www.milux.com.my">www.milux.com.my</a>.</p> |

The Board has delegated the day-to-day management of the Group's operations to the Executive Director ("**ED**"), supported by the Group Chief Executive Officer ("**GCEO**") and the Management team. The GCEO, together with Management, is responsible for executing the Board's strategies and policies, overseeing the Group's operations, ensuring that business objectives are achieved, and that the Group conducts its activities in compliance with applicable laws, regulations and internal policies.

To enhance governance and oversight, the Board has established Board Committees, namely the Audit and Risk Committee ("**ARC**") and the Nomination and Remuneration Committee ("**NRC**") (collectively, the "**Board Committees**"). Each Board Committee operates within clearly defined terms of reference and assists the Board in discharging its oversight responsibilities. The Chairmen of the respective Board Committees report to the Board on key deliberations and make recommendations for consideration and approval.

During the financial year ended 31 December 2025 ("**FYE 2025**"), the Board actively discharged its responsibilities through, amongst others, the following key activities:

- (a) Reviewing and approving the Group's business strategies and plans, including setting corporate objectives and monitoring their implementation;
- (b) Identifying principal risks and ensuring the establishment and effectiveness of appropriate risk management and internal control systems;
- (c) Overseeing succession planning, including the appointment, development, evaluation and remuneration of Senior Management;
- (d) Reviewing and approving the annual budget and monitoring financial performance;
- (e) Safeguarding the Group's financial position and ensuring its ability to meet financial obligations as they fall due;
- (f) Reviewing the adequacy and integrity of internal control systems and management information systems, including compliance with applicable laws, regulations and guidelines;
- (g) Ensuring the integrity and reliability of the Group's financial statements;
- (h) Promoting a culture of integrity, ethical conduct and good corporate governance across the Group; and
- (i) Ensuring that stakeholder considerations and economic, environmental, social and governance ("**EESG**") factors are integrated into the Group's strategic decision-making and enterprise risk management framework.

While specific responsibilities have been delegated to the Board Committees, the GCEO and Management, the Board retains ultimate responsibility for the governance, oversight and performance of the

|  |  |  |
|--|--|--|
|  | Group. The Board remains fully accountable for directing and monitoring the Group's affairs to ensure the delivery of sustainable value to its stakeholders. |  |
| <b>Explanation for departure</b>   | :  |  |
|  |  |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |  |  |
| <b>Measure</b>   | :  |  |
| <b>Timeframe</b>   | :  |  |

## 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The Board was chaired by Mr. Yap Yen Chien, an Independent Non-Executive Director, who provided effective leadership, strategic direction and governance to the Group until his resignation on 31 October 2025. Following his resignation, Datin Yap Shin Siang, also an Independent Non-Executive Director, assumed the role of Chairman.</p> <p>The Chairman represents the Board to the shareholders and is responsible for ensuring the integrity and effectiveness of the governance process of the Board. The key roles and responsibilities of the Chairman as set out in Paragraph 4 of the Board Charter include:</p> <ol style="list-style-type: none"><li>1. Appointment &amp; Meeting Leadership<ol style="list-style-type: none"><li>(i) Appointed from among Board members; may be elected/removed by Directors.</li><li>(ii) Chairs Board meetings (or Deputy/appointed Director in absence).</li><li>(iii) Has a casting vote in tied decisions (with specific exceptions).</li></ol></li><li>2. Leadership &amp; Governance<ol style="list-style-type: none"><li>(i) Provides overall leadership to the Board.</li><li>(ii) Ensures effective governance processes and high standards of corporate governance.</li><li>(iii) Promotes collective responsibility in Board decision-making.</li></ol></li><li>3. Board Effectiveness<ol style="list-style-type: none"><li>(i) Facilitates balanced and constructive discussions.</li><li>(ii) Ensures no single Director dominates.</li><li>(iii) Encourages active participation and diverse viewpoints.</li><li>(iv) Reviews Board meeting minutes and follow-up actions.</li></ol></li><li>4. Communication &amp; Coordination<ol style="list-style-type: none"><li>(i) Maintains regular dialogue with Directors on operational matters.</li><li>(ii) Acts as a bridge between Board and Management.</li><li>(iii) Ensures Management keeps the Board informed of key issues.</li><li>(iv) Provides guidance and oversight on Management decisions.</li></ol></li><li>5. Board Structure &amp; Committees<ol style="list-style-type: none"><li>(i) Initiates and oversees the establishment of Board Committees.</li><li>(ii) Ensures committees function effectively and meet objectives.</li></ol></li><li>6. Shareholder Engagement</li></ol> |

|  |  |  |
|--|--|--|
|  | <ul style="list-style-type: none"> <li>(i) Represents the Board to shareholders.</li> <li>(ii) Chairs shareholder meetings and communicates company performance.</li> <li>(iii) Encourages shareholder participation and effectively manages discussions.</li> </ul> <p>7. External Representation</p> <ul style="list-style-type: none"> <li>(i) Acts as the key spokesperson for the Company.</li> <li>(ii) Represents the company to regulators, investors, and external stakeholders.</li> </ul> |  |
| <b>Explanation for departure</b>   | :  |  |
|  |  |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |  |  |
| <b>Measure</b>   | :  |  |
| <b>Timeframe</b>   | :  |  |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The positions of Chairman of the Board and Group Chief Executive Officer (“GCEO”) are held by separate individuals, ensuring a clear division of responsibilities and an appropriate balance of power and authority.</p> <p>On 31 December 2024, the Board appointed Mr. Yap Yen Chien as Independent Non-Executive Chairman to lead the Board. He served in this capacity until his resignation on 31 October 2025. Following his resignation, Datin Yap Shin Siang, an Independent Non-Executive Director, assumed the role of Chairman. The position of GCEO is held by Mr. Tan Yu Liang.</p> <p>The Chairman is primarily responsible for providing leadership to the Board and ensuring its effective and efficient functioning. This includes upholding high standards of corporate governance, fostering constructive engagement between the Board and Management, and ensuring that Board meetings are conducted in an effective manner. The Chairman also ensures that Directors receive accurate, timely, and clear information to support informed decision-making, and that the Board fulfils its leadership and oversight responsibilities in achieving the Company’s strategic objectives.</p> <p>The GCEO is responsible for the day-to-day management of the Group’s operations and for executing the strategies, policies, and decisions approved by the Board. The GCEO plays a pivotal role in driving business performance, cultivating a strong corporate culture, and ensuring that the Group possesses the necessary capabilities and resources to achieve its objectives. In addition, the GCEO is responsible for presenting business plans, sustainability strategies, and key initiatives to the Board, as well as developing and recommending annual budgets aligned with the Group’s long-term vision. The GCEO also ensures that appropriate systems, internal controls, policies, and procedures are established, effectively implemented, maintained, and subject to regular review.</p> |
| <b>Explanation for departure</b>                  | : |   |
|   |   |   |

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

|                    |  |  |
|--------------------|--|--|
| <b>Measure</b> :   |  |  |
| <b>Timeframe</b> : |  |  |

## 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> |  |
| <b>Application</b>   | : Departure  |
| <b>Explanation on application of the practice</b>  | :  |
| <b>Explanation for departure</b>   | :<br><p>Following the resignation of the former Independent Non-Executive Chairman with effect from 31 October 2025, the Board has reconstituted its composition to ensure continuity in leadership and effective oversight. The Board currently comprises four (4) members.</p> <p>In view of the reduced Board size and to maintain the functionality and effectiveness of the Board Committees, the Company has appointed the Chairman as a member of two (2) Board Committees, namely ARC and NRC. The Chairperson has been actively attending all Board Committee meetings and is familiar with the matters deliberated therein.</p> <p>As such, the Company has departed from Practice 1.4 of the MCCG, which states that the Chairman of the Board should not be a member of the ARMC and NRC.</p> <p>The Board is of the view that the current arrangement is necessary and appropriate under the present circumstances, taking into consideration the following:</p> <p><u>Board Size and Composition Constraints</u><br/>With a Board size of four (4) members, the inclusion of the Chairman in the ARC and NRC ensures that the committees are adequately staffed with members who possess the requisite experience and knowledge.</p> <p><u>Continuity and Stability</u><br/>The Chairman's participation provides continuity in leadership and facilitates effective communication between the Board and its Committees, particularly during the transitional period following the Chairman's resignation.</p> <p><u>Experience and Oversight</u><br/>The Chairman brings valuable experience, sound judgment and a comprehensive understanding of the Company's operations, thereby</p> |

|  |  |
|--|--|
|  | enhancing the quality of deliberations and decision-making at the Committee level.   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |  |
| <b>Measure</b>   | : Notwithstanding the departure, the Board has implemented the following safeguards to ensure that the intended outcome of MCCG Practice 1.4 is achieved: <ul style="list-style-type: none"> <li>(a) The ARC and NRC continue to be chaired by Independent Non-Executive Directors, with a majority of independent directors comprising each Committee to preserve objectivity and independence.</li> <li>(b) The roles and responsibilities of the Chairman and Committee Chairs are clearly defined to prevent concentration of authority and to ensure balanced decision-making.</li> <li>(c) All significant matters deliberated at the Committee level are subject to full Board review, ensuring collective responsibility and accountability.</li> <li>(d) The Board, through the NRC, will continuously review its size and composition, with the intention to appoint additional independent directors when suitable candidates are identified. This will enable the Company to revert to full compliance with Practice 1.4 in due course.</li> </ul> |
| <b>Timeframe</b>   | : Choose an item.  |

### 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.

|  |   |   |
|--|---|---|
| <b>Application</b>   | : | Applied   |
| <b>Explanation on application of the practice</b>  | : | <p>On 1 December 2025, Ms. Teo Soon Mei and Ms. Lim Jia Huey were appointed as Joint Company Secretaries, succeeding Mr. Yeoh Chong Keat and Ms. Lim Fei Chia. During FYE 2025, the Board was supported by two (2) competent Joint Company Secretaries, who are qualified to act as the Company Secretary under Section 235(2) of the Companies Act 2016. Mr. Yeoh Chong Keat is a member of the Malaysian Institute of Accountants while Ms. Lim Fei Chia is an Associate member of Malaysian Institute of Chartered Secretaries and Administrators ("MAICSA"). Both Ms. Teo Soon Mei and Ms. Lim Jia Huey are Fellows of MAICSA. The Company Secretaries have reflected their professional expertise and experience in corporate secretarial practice.</p> <p>The Company Secretaries play a crucially role in advising the Board on the Company's administrative, governance and meeting procedures. They ensure that both the Company and the Group adhere to all relevant legal and corporate governance standards.</p> <p>The Company Secretaries have continuously enhanced their professional knowledge by staying abreast of the latest regulatory and corporate governance developments through ongoing training programmes and industry updates. During FYE 2025, they participated in various relevant continuous professional development activities.</p> <p>Throughout FYE 2025, the Company Secretaries attended all Board and Board Committee meetings, ensuring that meeting procedures were properly organised and that complete and accurate materials were circulated in a timely manner. In addition, they provided valuable governance advice, updates, and guidance to the Board and Management, supporting compliance with applicable laws, regulations, and internal procedures, while promoting best practices in corporate governance.</p> |
| <b>Explanation for departure</b>   | : |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |

|                  |   |  |  |
|------------------|---|--|--|
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b> | : |  |  |

### 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.

|   |  |
|---|--|
| <b>Application</b>                                | : Applied  |
| <b>Explanation on application of the practice</b> | <p>Regular meetings of the Board and Board Committees are scheduled in advance throughout the year to facilitate effective planning and to ensure that Directors are able to allocate sufficient time for attendance. In this regard, the Company Secretaries consult with all Directors prior to finalising the meeting dates. An annual tentative calendar is prepared and tabled to the Board, outlining the scheduled Board meetings, Board Committees meetings, and the Annual General Meeting for the forthcoming financial year.</p> <p>During FYE 2025, a total of six (6) Board meetings were held, all of which were attended by all members of the Board, reflecting the Directors' strong commitment and active participation in the Company's governance.</p> <p>Prior to each scheduled meeting of the Board and Board Committees, the Company Secretaries ensure that meeting agendas are prepared and circulated to the Directors and Committee members in a timely manner. The Company Secretaries also coordinate with Management on the preparation and compilation of meeting papers to ensure completeness and quality of information.</p> <p>Meeting papers, which include, among others, quarterly and year-to-date financial results, minutes of previous meetings, annual budgets and/or business plans, operational reports, and updates on statutory and regulatory requirements, are circulated at least three (3) market days prior to the meetings. This allows sufficient time for Directors to review and deliberate on the matters to be tabled, thereby facilitating meaningful discussions and informed decision-making during the meetings.</p> <p>The Company Secretaries further ensure that all meetings of the Board and Board Committees are properly convened in accordance with applicable laws and regulatory requirements. Minutes of meetings are duly recorded, capturing the deliberations, decisions, and key considerations of the Board and Board Committees. Draft minutes are circulated to the Directors and Committee members within a reasonable timeframe for review and comments, and are subsequently tabled for confirmation at the following meetings. Upon approval, the minutes are duly entered into the statutory minutes book.</p> |

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

**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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board has adopted a formalised Board Charter which serves as a primary reference for the Board's governance and operational framework. The Board Charter outlines, amongst others, the Board's structure and procedures, roles and responsibilities, as well as a formal schedule of matters reserved for the Board's deliberation and decision. It also clearly delineates the roles and responsibilities of the Board Committees and Management in setting the strategic direction and overseeing the management of the Group.</p> <p>The Board Charter incorporates key values and guiding principles covering the following areas:</p> <ul style="list-style-type: none"> <li>(a) Company goals and strategic direction</li> <li>(b) Board governance processes</li> <li>(c) Board–Management relationship</li> <li>(d) Board–Shareholders' relationship</li> <li>(e) Stakeholders' relationship</li> <li>(f) Corporate governance practices</li> </ul> <p>The Board reviews the Board Charter periodically to ensure that it remains relevant, adequate and aligned with the Board's objectives and responsibilities, as well as compliant with applicable laws, regulations and prevailing corporate governance practices.</p> <p>During the financial year under review, there were no changes made to the Board Charter, as the Board is of the view that the existing Charter remains appropriate and effective.</p> <p>The Board Charter is accessible on the Company's corporate website at <a href="http://www.milux.com.my">www.milux.com.my</a>.</p> |
| <b>Explanation for departure</b>                  | : |   |

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

|                    |  |  |
|--------------------|--|--|
| <b>Measure</b> :   |  |  |
| <b>Timeframe</b> : |  |  |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board has established a Code of Ethics and Conduct ("<b>Code</b>") which sets out the core values, principles and standards of business ethics expected of the Board, Management and employees across the Group. The Code serves as a fundamental guide in promoting ethical behaviour, integrity and accountability in all business dealings.</p> <p>In addition, the Company has implemented an Anti-Bribery and Anti-Corruption ("<b>ABC</b>") Policy, reinforcing a zero-tolerance approach towards all forms of bribery and corruption, and ensuring compliance with applicable laws including the Malaysian Anti-Corruption Commission Act 2009 and Penal Code.</p> <p>The guiding principles of the Code are as follows:</p> <ol style="list-style-type: none"><li>1. Promoting a Respectful and Safe Workplace<ol style="list-style-type: none"><li>(i) Equal opportunity and non-discrimination</li><li>(ii) Prevention of harassment and abuse of human rights principles</li><li>(iii) Commitment to workplace health and safety</li><li>(iv) Protection of personal data and privacy</li><li>(v) Responsible use of Company assets</li><li>(vi) Leadership by example</li><li>(vii) Continuous training and employee development</li></ol></li><li>2. Upholding Integrity in the Marketplace<ol style="list-style-type: none"><li>(i) Ensuring product quality, safety and reliability</li><li>(ii) Responsible and ethical sales and marketing practices</li><li>(iii) Maintaining strong and fair relationships with customers</li><li>(iv) Ethical engagement with suppliers and business partners</li><li>(v) Commitment to community development</li><li>(vi) Adoption of environmentally sustainable practices</li></ol></li><li>3. Ensuring Ethical Business Conduct<ol style="list-style-type: none"><li>(i) Avoidance and proper management of conflicts of interest, bribery and corruption in all forms</li></ol></li></ol> |

|   |   |
|---|---|
|   | <p>(ii) Prevention of money laundering activities<br/>(iv) Compliance with insider trading laws and regulations</p> <p>4. Ensuring Transparent and Effective Communication<br/>(i) Timely and accurate corporate disclosures<br/>(ii) Designated authorised spokespersons<br/>(iii) Accessible and confidential whistleblowing channels</p> <p>The Code and ABC Policy are communicated across the Group, supported by periodic training and awareness programmes to ensure effective implementation.</p> <p>Both the Code and ABC Policy are reviewed periodically by the Board to ensure they remain relevant, effective and aligned with regulatory developments, including the MCCG.</p> <p>The Code and ABC Policy are published on the corporate website at <a href="http://www.milux.com.my">www.milux.com.my</a>.</p> |
| <p><b>Explanation for departure</b></p>   | <p>:</p>  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |
| <p><b>Measure</b></p>   | <p>:</p>  |
| <p><b>Timeframe</b></p>   | <p>:</p>  |

### 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The Group has in place a Whistleblowing Policy (“<b>WB Policy</b>”) which establishes a structured mechanism and framework for employees (whether permanent, part-time or contractual), business associates and members of the public to report genuine concerns or complaints relating to improper conduct or illegal activities. The Policy encourages such reporting to be made in good faith, responsibly, and without fear of retaliation.</p> <p>The Board is responsible for overseeing the implementation and effectiveness of the WB Policy for Directors and employees, and ensures that appropriate measures are in place to promote ethical behaviour and integrity within the Group.</p> <p>Employees and business associates who report any improper conduct or illegal activities in good faith are protected against any form of victimisation or detrimental action, including threats, harassment, discrimination or termination of employment or contracts.</p> <p>The WB Policy provides that reports of alleged wrongdoing or improper conduct may be submitted via post or email using the prescribed form to the Chairman of the ARC at the address specified in the Policy.</p> <p>The Company maintains a zero-tolerance approach towards bribery and corruption and expects its Directors, employees and business associates to uphold the same standard of integrity in all business dealings conducted on behalf of the Group.</p> <p>In compliance with the Listing Requirements, the Group has established and implemented an ABC Policy as part of its overall anti-bribery and corruption framework.</p> <p>The Company encourages the reporting of actual or suspected instances of bribery and corruption. Any such concerns may be reported to the ARC Chairman in accordance with the procedures outlined in the WB Policy.</p> |

|   |  |  |
|---|--|--|
|   | <p>During the financial year ended 2025, the Company did not receive any whistleblower reports.</p> <p>Both the WB Policy and the ABC Policy are available on the Company's website at <a href="http://www.milux.com.my">www.milux.com.my</a>.</p> |  |
| <b>Explanation for departure</b>  | :  |  |
|   |  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |  |
| <b>Measure</b>  | :  |  |
| <b>Timeframe</b>  | :  |  |

### 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The Group adopts an integrated and strategic approach in managing sustainability-related risks and opportunities to support its long-term strategy, resilience and value creation.</p> <p>The Board together with senior management, assumes overall responsibility for the governance of sustainability within the Group. This includes overseeing the development, implementation and continuous enhancement of the Group's sustainability strategies, priorities and targets, taking into consideration the evolving regulatory landscape, stakeholder expectations and industry developments.</p> <p>In discharging its responsibilities, the Board ensures that sustainability considerations are embedded into the Group's core business processes. This includes oversight of:</p> <ul style="list-style-type: none"><li>(a) the formulation and execution of corporate strategies and business plans;</li><li>(b) the evaluation and approval of major investments and strategic initiatives;</li><li>(c) the identification and management of sustainability-related risks and opportunities; and</li><li>(d) the integration of ESG considerations into the Group's Enterprise Risk Management ("ERM") framework.</li></ul> <p>The Board is supported by senior management, who play a key role in the strategic management of material sustainability matters. Senior management is responsible for:</p> <ul style="list-style-type: none"><li>(a) identifying, assessing and prioritising material ESG risks and opportunities across the Group's operations and value chain;</li><li>(b) implementing sustainability initiatives and action plans aligned with the Group's strategic objectives; and</li><li>(c) monitoring performance against established sustainability targets and reporting progress to the Board on a regular basis.</li></ul> |

|   |  |  |
|---|--|--|
|   | <p>Sustainability considerations are incorporated into the Group's decision-making processes through its value chain assessment, risk management practices and operational planning. Insights derived from these processes support the alignment of sustainability priorities with the Group's overall business strategy, ensuring that emerging risks and opportunities are proactively managed.</p> <p>Through this governance structure, the Company aims to strengthen accountability, enhance transparency and ensure that sustainability remains an integral component of the Group's long-term growth and business success.</p> <p>The Company's commitment to governing the sustainability matters are further elaborated in the Sustainability Report in the Annual Report 2025 of the Company.</p> |  |
| <p><b>Explanation for departure</b></p>   | <p>:</p>   |  |
|   |  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |  |
| <p><b>Measure</b></p>   | <p>:</p>   |  |
| <p><b>Timeframe</b></p>   | <p>:</p>   |  |

**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.

|   |   |   |
|---|---|---|
| <b>Application</b>  | : | Applied   |
| <b>Explanation on application of the practice</b>   | : | <p>The Company adopts an integrated approach to managing sustainability-related risks and opportunities by embedding ESG considerations into its ERM framework, strategic planning and daily operations. Through its materiality assessment, the Group identifies key sustainability priorities such as operational efficiency, supply chain resilience, employee well-being, regulatory compliance and stakeholder engagement and aligns them with its long-term business strategy.</p> <p>The Group's sustainability strategy focuses on environmental, social and governance priorities, supported by internal monitoring of performance indicators such as energy usage, workplace safety and supplier performance. Sustainability performance is regularly reviewed by management, the ARC and the Board to support informed decision-making and continuous improvement.</p> <p>The Company ensures clear communication of its sustainability strategies, priorities and performance through internal reporting structures and external disclosures, including its Sustainability Statement and Annual Report. The Board oversees these disclosures to ensure transparency, reliability and compliance with regulatory requirements.</p> <p>The Group remains committed to enhancing its sustainability practices, data capabilities and disclosures over time to support long-term resilience and value creation.</p> |
| <b>Explanation for departure</b>  | : |   |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |   |
| <b>Measure</b>  | : |   |

|                  |   |  |  |
|------------------|---|--|--|
| <b>Timeframe</b> | : |  |  |
|------------------|---|--|--|

### 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.

|  |   |   |
|--|---|---|
| <b>Application</b>   | : | Applied   |
| <b>Explanation on application of the practice</b>  | : | <p>The Board recognises that effective oversight of sustainability-related risks and opportunities requires directors to remain informed of evolving environmental, social and governance developments, including climate-related risks and opportunities relevant to the Group's business.</p> <p>To support this, the Board undertakes ongoing efforts to strengthen its understanding of sustainability matters through:</p> <ul style="list-style-type: none"><li>(a) periodic briefings by senior management and the Sustainability Committee on the Group's material sustainability-related risks and opportunities;</li><li>(b) updates from the ARC on emerging sustainability issues, regulatory developments and climate-related matters that may affect the Group's strategy, operations or financial performance;</li><li>(c) participation in relevant training programmes, seminars, workshops and briefings on sustainability, including developments relating to IFRS Sustainability Disclosure Standards, Bursa Malaysia requirements and climate-related governance; and</li><li>(d) consideration of sustainability-related competencies in Board composition and director development planning.</li></ul> <p>These efforts help ensure that the Board remains sufficiently informed to provide effective oversight of the Group's sustainability strategy, material sustainability matters and related disclosures. The Board will continue to enhance its knowledge and awareness of sustainability developments to support sound decision-making and long-term value creation.</p> <p>Further details on Management's approach and performance are set out in the Sustainability Report 2025.</p> |
| <b>Explanation for departure</b>   | : |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |

|                  |   |  |  |
|------------------|---|--|--|
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b> | : |  |  |

**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.

|  |   |  |  |
|--|---|--|--|
| <b>Application</b>   | : | Applied  |  |
| <b>Explanation on application of the practice</b>  | : | <p>In recognising the importance of sustainability governance across all aspects of the Group’s operations, the Board and senior management have incorporated the assessment of the effectiveness of the overall sustainability governance framework, as well as the management of material ESG risks and opportunities, into the annual evaluation of the Board and Board Committees.</p> <p>The outcomes of the evaluations conducted by the NRC were duly reviewed and reported to the Board for deliberation and continuous improvement.</p> |  |
| <b>Explanation for departure</b>   | : |  |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |  |  |
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b>   | : |  |  |

**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.*

|  |   |             |
|--|---|-------------|
| <b>Application</b>                             | : | Not Adopted |
| <b>Explanation on adoption of the practice</b> | : |             |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Terms of Reference (“<b>TOR</b>”) of the NRC outline its roles and responsibilities in developing and implementing policies and procedures for the nomination and appointment of Directors, as well as members of Board Committees, to support the Company’s long-term sustainability.</p> <p>The NRC is responsible for overseeing the composition of the Board, ensuring that it comprises individuals with the appropriate mix of skills, knowledge, experience, and independence necessary to effectively achieve the Company’s objectives and strategic goals.</p> <p>During FYE 2025, the NRC held two (2) meetings. During the year, the NRC considered and recommended the appointment of the GCEO. It also conducted the annual Board assessment for FYE 2025 and concluded that the size and composition of the Board remain optimal, with an appropriate balance of knowledge, skills, experience, diversity, and core competencies.</p> <p>The NRC carries out an annual evaluation of each Director based on criteria set out in the Directors’ Fit and Proper Policy. These criteria include, among others, character and integrity, experience and competence, as well as time commitment and ability to discharge responsibilities effectively.</p> <p>In addition, annual assessments of Independent Directors are conducted through a self-assessment questionnaire, which each Independent Director is required to complete and submit to the NRC. The results of these assessments form part of the NRC’s recommendations to the Board on its composition.</p> <p>During FYE 2025, the NRC also reviewed and recommended the reconstitution of two (2) Board Committees following the resignation of Mr. Yap Yen Chien as a member of those committees.</p> <p>After evaluating the tenure of each Director and taking into consideration the Directors’ Fit and Proper Policy, the NRC recommended the re-election of Mr. Tan Chee How, the ED who is due for retirement and are eligible for re-election at the forthcoming Annual</p> |

|   |   |  |
|---|---|--|
|   | <p>General Meeting, in accordance with the Company's Constitution. The Directors' Fit and Proper Policy provides guidance to the NRC in assessing the suitability of Directors for appointment and re-election and is available on the Company's website.</p> <p>The NRC remains committed to upholding high standards of corporate governance and will continue to ensure that the selection, evaluation, and retention of Directors are aligned with the Company's long-term sustainability objectives.</p> |  |
| <p><b>Explanation for departure</b></p>   |   |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |  |
| <p><b>Measure</b></p>   |   |  |
| <p><b>Timeframe</b></p>   |   |  |

**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.

|  |   |   |  |
|--|---|---|--|
| <b>Application</b>   | : | Applied   |  |
| <b>Explanation on application of the practice</b>  | : | <p>Following the resignation of Mr. Yap Yen Chien, an Independent Non-Executive Director, the current Board comprises one Executive Director, two Independent Non-Executive Directors (including the Chairman of the Board), and one Non-Independent Non-Executive Director</p> <p>The current Board composition is in line with the recommendations of the MCCG, which advocates that at least half of the Board should comprise INEDs. It also complies with MMLR, which requires that at least two (2) or one-third of the Board, whichever is higher, be independent directors.</p> |  |
| <b>Explanation for departure</b>   | : | Please provide an explanation for the departure.  |  |
|  |   | Please provide an alternative practice and explain how the alternative practice meets the intended outcome.   |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |  |
| <b>Measure</b>   | : | Please explain the measure(s) the company has taken or intend to take to adopt the practice.  |  |
| <b>Timeframe</b>   | : | Choose an item.   |  |

**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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>None of the INEDs has served beyond nine (9) years.</p> <p>The Board Charter stipulates that the tenure of an Independent Director shall not exceed a cumulative term of nine (9) years from the date of appointment. In accordance with Paragraph 4.7 of the Board Charter, an Independent Director may continue to serve on the Board beyond the nine (9)-year tenure, subject to re-designation as a Non-Independent Director.</p> <p>Where the Board is of the view that an Independent Director should remain as independent beyond the nine (9)-year tenure, it shall provide justification and seek shareholders' approval annually at a general meeting. The Board's assessment and justification shall be disclosed to shareholders to enable an informed decision.</p> <p>In such circumstances, shareholders' approval shall be obtained through a two-tier voting process:</p> <p>Tier 1: Voting by Large Shareholder(s); and</p> <p>Tier 2: Voting by all other shareholders.</p> <p>Approval of the resolution requires a simple majority of votes in both Tier 1 and Tier 2.</p> <p>Notwithstanding the above, the tenure of an Independent Director within the Group shall be limited to a cumulative period of twelve (12) years. Upon exceeding this period, the Director shall be re-designated as a Non-Independent Director or resigned.</p> |
| <b>Explanation for departure</b>                  | : |  |

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

|                    |  |  |
|--------------------|--|--|
| <b>Measure</b> :   |  |  |
| <b>Timeframe</b> : |  |  |

**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.*

|  |   |             |
|--|---|-------------|
| <b>Application</b>                             | : | Not Adopted |
| <b>Explanation on adoption of the practice</b> | : |             |

**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.

| <b>Application</b>                                | : Applied   |           |        |      |        |  |  |         |       |        |      |        |  |  |  |  |  |  |
|---|---|-----------|--------|------|--------|--|--|---------|-------|--------|------|--------|--|--|--|--|--|--|
| <b>Explanation on application of the practice</b> | <p>The Board recognises the importance of diversity at both Board and Senior Management levels, encompassing a balanced mix of skills, professional experience, age, gender, cultural background, ethnicity and nationality. A diverse leadership team enhances the quality of decision-making, promotes innovation and supports the Group’s long-term sustainable development.</p> <p>The Company adopts a formal and transparent process for the appointment and re-election of Directors and Senior Management, guided by the Board Charter, the NRC’s terms of reference and the Director’s Fit and Proper Policy, all of which are available on the Company’s website.</p> <p>In line with Practice 5.5 of MCCG, the Board has formalised its Board Diversity Policy, which outlines the Company’s approach towards achieving diversity across multiple dimensions.</p> <p>During FYE 2025, the Board reviewed its composition and diversity against the established targets:</p> <ul style="list-style-type: none"> <li>(a) The Board comprises 2 female Directors out of 4 members approximately 50%</li> <li>(b) The Board maintains a good mix of skills, experience and independence, aligned with the Group’s strategic direction</li> <li>(c) Diversity in terms of ethnicity and age continues to be maintained at a satisfactory level</li> </ul> <p><b><u>Board Diversity (2025)</u></b></p> <p>The diversity profile of the Board as at 31 December 2025 is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #FFD700;"> <th colspan="3">Age Group</th> <th colspan="2">Gender</th> </tr> <tr style="background-color: #FFD700;"> <th style="width: 15%;"></th> <th style="width: 15%;">39 – 44</th> <th style="width: 15%;">45-49</th> <th style="width: 15%;">50- 54</th> <th style="width: 15%;">Male</th> <th style="width: 15%;">Female</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Age Group |        |      | Gender |  |  | 39 – 44 | 45-49 | 50- 54 | Male | Female |  |  |  |  |  |  |
| Age Group   |   |           | Gender |      |        |  |  |         |       |        |      |        |  |  |  |  |  |  |
|   | 39 – 44   | 45-49     | 50- 54 | Male | Female |  |  |         |       |        |      |        |  |  |  |  |  |  |
|   |   |           |        |      |        |  |  |         |       |        |      |        |  |  |  |  |  |  |

|                            |   |   |   |   |   |
|----------------------------|---|---|---|---|---|
| <b>Number of Directors</b> | 1 | 2 | 1 | 2 | 2 |
|----------------------------|---|---|---|---|---|

**Race/Ethnicity & Nationality**

|                            | Race/Ethnicity       |         |        | Nationality |           |
|----------------------------|----------------------|---------|--------|-------------|-----------|
|                            | Malay/<br>Bumiputera | Chinese | Others | Malaysian   | Foreigner |
| <b>Number of Directors</b> | 0                    | 4       | 0      | 4           | 0         |

The Board is satisfied that its current composition provides an appropriate balance of perspectives and expertise to effectively lead the Group.

**Board Appointment and Evaluation**

The NRC leads the process for identifying, evaluating and recommending suitable candidates for Board appointment. The selection process is based on fit and proper criteria, taking into account:

- (a) Competitive advantage;
- (b) Robust understanding of opportunities, issues and risks;
- (c) Enhanced decision – making and dialogue;
- (d) Heightened capacity for oversight of the organisation; and
- (e) Promote better corporate governance.
- (f) Skills, competencies and industry experience

The Board also undertakes an annual evaluation of its effectiveness, including individual Director performance and Board composition, to ensure continued relevance and effectiveness.

**Senior Management Diversity (2025)**

The Group recognises the importance of diversity within its Key Senior Management (“KSM”) as part of its talent development and succession planning framework.

The diversity profile of KSM as at 31 December 2025 is as follows:

|                      | Age Group |         |        |         | Gender |        |
|----------------------|-----------|---------|--------|---------|--------|--------|
|                      | 30 – 40   | 41 - 50 | 51- 60 | 61 - 70 | Male   | Female |
| <b>Number of KSM</b> | 1         | 1       | 0      | 1       | 3      | 0      |

|  | Race/Ethnicity | Nationality |
|--|----------------|-------------|
|--|----------------|-------------|

|  | Malay/<br>Bumiputera   | Chinese | Others | Malaysian | Foreigner |
|--|--|---------|--------|-----------|-----------|
| <b>Number of KSM</b>   | 0  | 3       | 0      | 3         | 0         |
|  | <p>The NRC has reviewed the time commitment of all Directors for FYE 2025 and is satisfied that all Directors have devoted sufficient time and attention to their duties. All Directors recorded full attendance at Board Meetings and the Annual General Meeting (“AGM”).</p> <p>In line with Paragraph 15.06 of the MMLR, none of the Directors hold more than five (5) directorships in listed companies, ensuring that their external commitments do not impair their effectiveness.</p> |         |        |           |           |
| <b>Explanation for departure</b> :   |  |         |        |           |           |
|  |  |         |        |           |           |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |  |         |        |           |           |
| <b>Measure</b> :   |  |         |        |           |           |
| <b>Timeframe</b> :   |  |         |        |           |           |

**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.

|   |   |   |
|---|---|---|
| <b>Application</b>  | : | Applied   |
| <b>Explanation on application of the practice</b>   | : | <p>The NRC assists the Board in reviewing and ensuring that the Directors collectively possess an appropriate mix of skills, competencies, experience and other qualities required for an effective Board.</p> <p>All nominations to the Board are first considered by the NRC, taking into account the required mix of skills, competencies, experience, and diversity before being recommended to the Board for approval.</p> <p>The Board does not solely rely on recommendations from existing Board members, Management or shareholders of the Company in identifying candidates for appointment as Directors. Instead, the Board endeavours to utilise independent sources and other appropriate channels to identify suitably qualified candidates to fill Board positions. The NRC evaluates potential candidates based on relevant criteria, including the skills matrix, experience, integrity, and the ability to commit sufficient time to discharge their responsibilities effectively, as may be determined by the NRC from time to time.</p> <p>During the financial year ended 2025, no new Director was appointed to the Board of the Company.</p> |
| <b>Explanation for departure</b>  | : |   |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |   |
| <b>Measure</b>  | : |   |
| <b>Timeframe</b>  | : |   |

## 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.

|   |   |  |
|---|---|--|
| <b>Application</b>  | : | Applied  |
| <b>Explanation on application of the practice</b>   | : | <p>Pursuant to the provisions of the Company's Constitution, Mr. Tan Chee How, the ED who is due for retirement and being eligible, has offered himself for re-election pursuant to Clause 117 at the forthcoming 2025 AGM of the Company.</p> <p>The performance of Retiring Director who is recommended for re-election at the forthcoming 2026 AGM had been assessed through the Board annual evaluation by NRC and tabled for Board's approval on 25 February 2026. A statement by the Board and NRC stating their satisfaction that the performance and effectiveness of the Retiring Director who offers himself for re-election at the forthcoming 2026 AGM will be stated in the Notice of 2026 AGM.</p> <p>The profile of the Retiring Director, which includes the nature of interest with the Company, is set out in the Annual Report 2025 of the Company.</p> |
| <b>Explanation for departure</b>  | : |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |  |
| <b>Measure</b>  | : |  |
| <b>Timeframe</b>  | : |  |

**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.

|  |   |  |  |
|--|---|--|--|
| <b>Application</b>   | : | Applied  |  |
| <b>Explanation on application of the practice</b>  | : | The NRC is chaired by Ms. Ng Wei Wei, an INED, in accordance with the membership requirements set out in the NRC's TOR. She provides effective leadership to the NRC, bringing objectivity, sound judgement and valuable insights, underpinned by her strong understanding of the Group's business, culture and values, as well as her extensive cross-industry experience and exemplary leadership. |  |
| <b>Explanation for departure</b>   | : |  |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |  |  |
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b>   | : |  |  |

**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.

|  |   |   |  |
|--|---|---|--|
| <b>Application</b>   | : | Applied   |  |
| <b>Explanation on application of the practice</b>  | : | During FYE 2025, no new Director was appointed to the Board. Following the resignation of Mr. Yap Yen Chien, the Independent Non-Executive Chairman, the Board, as at the reporting date, comprises two (2) female directors, representing 50% female representation. |  |
| <b>Explanation for departure</b>   | : | Please provide an explanation for the departure.  |  |
|  |   | Please provide an alternative practice and explain how the alternative practice meets the intended outcome.   |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |  |
| <b>Measure</b>   | : | Please explain the measure(s) the company has taken or intend to take to adopt the practice.  |  |
| <b>Timeframe</b>   | : | Choose an item.   |  |

**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.

|  |   |   |
|--|---|---|
| <b>Application</b>   | : | Applied   |
| <b>Explanation on application of the practice</b>  | : | <p>Through the Board Diversity Policy, the Board values the benefits that diversity can bring to its Board, and believes that it makes prudent business sense and promotes better corporate governance by having a truly diverse and inclusive board that can leverage on differences in thought, perspective, knowledge, skills and experience.</p> <p>The Board affirms its commitment to boardroom diversity as a truly diversified Board can enhance the Board's effectiveness, its oversight function and maximise business and governance performance of the Group.</p> <p>Women representation on the Board as well as in senior management will be taken into consideration when vacancies arise and suitable candidates are identified, underpinned by the overriding primary aim of selecting the best candidate to support the achievement of the Company's objectives.</p> <p>The Board Diversity Policy is published on the Company's website at <a href="http://www.milux.com.my">www.milux.com.my</a>.</p> |
| <b>Explanation for departure</b>   | : |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |
| <b>Measure</b>   | : |   |
| <b>Timeframe</b>   | : |   |

## Intended Outcome

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

## Practice 6.1

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

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

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

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board, through the NRC, undertakes an annual, formal and objective assessment to evaluate the effectiveness of the Board, Board Committees and individual Directors.</p> <p>The NRC conducted the annual evaluation on 25 February 2026 using structured self and peer assessment questionnaires completed by all Directors FYE 2025.</p> <p>The evaluation covered the following key areas:</p> <ul style="list-style-type: none"><li>(a) Board and Board Committees</li><li>(b) Board mix and composition;</li><li>(c) Board’s relationship with Management;</li><li>(d) Quality of information and decision-making;</li><li>(e) Boardroom activities;</li><li>(f) Environmental, Economic, Social and Governance (“EESG”); and</li><li>(g) Effectiveness of Board Committees.</li></ul> <p>Individual Directors covered:</p> <ul style="list-style-type: none"><li>(a) Contribution to discussions and interaction;</li><li>(b) Knowledge and expertise;</li><li>(c) Quality of input; and</li><li>(d) Understanding of roles and responsibilities.</li></ul> <p>The performance of the Board Chairman and Executive Director was also assessed by all Directors.</p> <p>In addition, the NRC reviewed:</p> <ul style="list-style-type: none"><li>(a) The effectiveness of the Board, Board Committees and individual Directors;</li><li>(b) The terms of office and effectiveness of the ARC and its members;</li><li>(c) The independence of INEDs;</li></ul> |

|   |  |
|---|--|
|   | <p>(d) Re-election of retiring Directors at the forthcoming 2026 AGM;<br/> (e) Attendance at Board and Board Committee meetings;<br/> (f) Training programmes attended by Directors and Management;<br/> (g) Succession planning for senior management; and<br/> (h) The adequacy of the NRC's Terms of Reference.</p> <p>Outcome, Actions and Impact:<br/> Based on the evaluation, the NRC and the Board were satisfied that the Board, Board Committees and individual Directors have performed effectively and discharged their responsibilities satisfactorily for FYE 2025.</p> <p>The results of the evaluation will continue to guide the NRC in reviewing the Board's composition to ensure an appropriate balance of skills, experience, independence and diversity in line with the Company's strategic objectives.</p> |
| <b>Explanation for departure</b> :  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |
| <b>Measure</b> :  |  |
| <b>Timeframe</b> :  |  |

## 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Departure   |
| <b>Explanation on application of the practice</b> | : | The Company has not adopted a formalised and published remuneration policy for Directors and Senior Management  |
| <b>Explanation for departure</b>                  | : | <p>Notwithstanding the absence of a formalised remuneration policy, the Company has in place an established process through the NRC to review and assess the remuneration of the Directors and senior management. In undertaking this review, the NRC considers, among others, the demands, complexities and performance of the Group, as well as the skills, experience, responsibilities and contributions required of the respective positions.</p> <p>For Executive Directors and senior management, remuneration is evaluated based on factors such as individual performance, experience, scope of responsibilities and the overall performance of the Group. For Non-Executive Directors, the level of remuneration is determined with due regard to their roles, responsibilities, expertise, time commitment and membership in Board Committees.</p> <p>The Directors concerned abstain from deliberation and decision-making in respect of their own remuneration, thereby ensuring an appropriate level of objectivity in the process. The Board is of the view that the existing process remains adequate to attract, motivate and retain the right talent required for the effective leadership and long-term sustainability of the Group.</p> <p>Although the Company has yet to formalise and publish a remuneration policy, the intended outcome of Practice 7.1 is substantially achieved through the following measures:</p> <ol style="list-style-type: none"><li>1. The NRC conducts a structured review of the remuneration packages of Directors and senior management before making recommendations to the Board for approval.</li></ol> |

|   |  |
|---|--|
|   | <p>2. Remuneration decisions are made after taking into account relevant factors including the Company's business needs, individual performance, responsibilities, experience, market considerations and the long-term interests of the Group.</p> <p>3. The remuneration structure reflects the different roles and responsibilities of Executive Directors, Non-Executive Directors and senior management.</p> <p>4. Interested Directors abstain from discussions and decisions relating to their own remuneration, supporting a transparent and independent decision-making process.</p> <p>5. The Board periodically reviews the adequacy of the existing remuneration practices to ensure they remain competitive and aligned with the Company's objective of attracting and retaining capable leadership talent.</p> <p>The Company will continue to assess the need to formalise its remuneration policy and procedures and enhance related disclosures as part of its ongoing corporate governance efforts.</p> |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |
| <p><b>Measure</b></p>   | <p>: Please explain the measure(s) the company has taken or intend to take to adopt the practice.</p>  |
| <p><b>Timeframe</b></p>   | <p>: Choose an item.</p>   |

**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.

|  |   |  |  |
|--|---|--|--|
| <b>Application</b>   | : | Applied  |  |
| <b>Explanation on application of the practice</b>  | : | The NRC is tasked by the Board to oversee the nomination process and the procedures of remuneration of the members of the Board and senior management.<br><br>The TOR of the NRC is published on the Company's website at <a href="http://www.milux.com.my">www.milux.com.my</a> . |  |
| <b>Explanation for departure</b>   | : |  |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |  |  |
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b>   | : |  |  |

**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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | Detailed disclosure for the remuneration of individual Directors on named basis for the financial year ended 31 December 2025 are set out below. |

| No | Name                                       | Directorate                            | Company ('000) |           |        |             |                  |                  |        | Group ('000) |           |        |             |                  |                  |        |
|----|--|--|----------------|-----------|--------|-------------|------------------|------------------|--------|--------------|-----------|--------|-------------|------------------|------------------|--------|
|    |  |  | Fee            | Allowance | Salary | EPF & SOCSO | Benefits-in-kind | Other emoluments | Total  | Fee          | Allowance | Salary | EPF & SOCSO | Benefits-in-kind | Other emoluments | Total  |
| 1  | Yap Yen Chien<br>(Resigned on 31 Oct 2025) | Independent Director                   | 40.00          | -         | -      | -           | 2.26             | 12.00            | 54.26  | 40.00        | -         | -      | -           | 2.26             | 12.00            | 54.26  |
| 2  | Datin Yap Shin Siang                       | Independent Director                   | 42.00          | -         | -      | -           | 2.81             | 14.00            | 58.81  | 42.00        | -         | -      | -           | 2.81             | 14.00            | 58.81  |
| 3  | Tan Chee How                               | Executive Director                     | -              | -         | 177.80 | 22.89       | 6.35             | -                | 207.04 | -            | -         | 177.80 | 22.89       | 22.32            | -                | 223.01 |
| 4  | Mak Wai Hoong                              | Non-Executive Non-Independent Director | 36.00          | -         | -      | -           | 2.81             | 6.00             | 44.81  | 36.00        | -         | -      | -           | 2.81             | 6.00             | 44.81  |
| 5  | Ng Wei Wei                                 | Independent Director                   | 36.00          | -         | -      | -           | 2.81             | 14.00            | 52.81  | 36.00        | -         | -      | -           | 2.81             | 14.00            | 52.81  |

**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.

| <b>Application</b>   | :                 | Departure   |  |                         |                   |                   |   |                   |   |                   |   |
|--|-------------------|---|--|-------------------------|-------------------|-------------------|---|-------------------|---|-------------------|---|
| <b>Explanation on application of the practice</b>  | :                 |   |  |                         |                   |                   |   |                   |   |                   |   |
| <b>Explanation for departure</b>   | :                 | <p>The Company has disclosed the key senior management’s remuneration component in bands of RM50,000 but not on named basis as the Board considers the information is sensitive and proprietary since the Group’s business operates in a competitive market. Besides, the issue of personal security is also taken into consideration and may be wrongly used or quoted by certain parties.</p> <p>As an alternative, the Group discloses the remuneration of key senior management in bands of RM50,000 on an unnamed basis for FYE 2025:</p> <table border="1" data-bbox="605 1150 1308 1335"> <thead> <tr> <th>Remuneration Range (RM)</th> <th>Senior Management</th> </tr> </thead> <tbody> <tr> <td>400,001 – 450,000</td> <td>1</td> </tr> <tr> <td>350,001 - 400,000</td> <td>1</td> </tr> <tr> <td>200,001 - 250,000</td> <td>1</td> </tr> </tbody> </table> <p>The Board ensures that the remuneration of Key Senior Management personnel is fair and commensurate with the performance of the Group and the contributions made by the key senior management, but at the same time it is able to attract, retain and motivate the Key Senior Management to excel in their respective roles.</p> |  | Remuneration Range (RM) | Senior Management | 400,001 – 450,000 | 1 | 350,001 - 400,000 | 1 | 200,001 - 250,000 | 1 |
| Remuneration Range (RM)  | Senior Management |   |  |                         |                   |                   |   |                   |   |                   |   |
| 400,001 – 450,000  | 1                 |   |  |                         |                   |                   |   |                   |   |                   |   |
| 350,001 - 400,000  | 1                 |   |  |                         |                   |                   |   |                   |   |                   |   |
| 200,001 - 250,000  | 1                 |   |  |                         |                   |                   |   |                   |   |                   |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |                   |   |  |                         |                   |                   |   |                   |   |                   |   |
| <b>Measure</b>   | :                 | Please explain the measure(s) the company has taken or intend to take to adopt the practice.  |  |                         |                   |                   |   |                   |   |                   |   |
| <b>Timeframe</b>   | :                 | Choose an item.   |  |                         |                   |                   |   |                   |   |                   |   |

| No | Name            | Position        | Company         |                 |                 |                 |                  |                 |
|----|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-----------------|
|    |                 |                 | Salary          | Allowance       | Bonus           | Benefits        | Other emoluments | Total           |
| 1  | Input info here | Input info here |                 |                 |                 |                 |                  |                 |
| 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.

|  |   |             |
|--|---|-------------|
| <b>Application</b>                             | : | Not Adopted |
| <b>Explanation on adoption of the practice</b> | : |             |

| 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.

|   |   |  |
|---|---|--|
| <b>Application</b>  | : | Applied  |
| <b>Explanation on application of the practice</b>   | : | <p>Following the resignation of Mr. Yap Yen Chien as Independent Non-Executive Chairman with effect from 31 October 2025, the composition of the Board and the ARC was reconstituted. Datin Yap Shin Siang, who previously served as Chairperson of the ARC, was appointed as Chairman of the Board. Concurrently, Ms. Ng Wei Wei was redesignated from a member of the ARC to serve as its Chairperson.</p> <p>The roles of Chairman of the Board and Chairperson of the ARC are held by separate individuals. This clear segregation of responsibilities ensures the continued effectiveness, objectivity, and independence of the ARC.</p> <p>The duties and responsibilities of the Chairman of the ARC are outlined in the AC's terms of reference, which is also available on the Company's website.</p> |
| <b>Explanation for departure</b>  | : |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |  |
| <b>Measure</b>  | : |  |
| <b>Timeframe</b>  | : |  |

**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.

|  |   |   |  |
|--|---|---|--|
| <b>Application</b>   | : | Applied   |  |
| <b>Explanation on application of the practice</b>  | : | The TOR of the ARC stipulate that no former audit partner of the Group's external audit firm, including any former partner of the audit firm or its affiliated firms (including those providing advisory, tax, or other professional services) shall be appointed as a member of the ARC unless a cooling-off period of at least three (3) years has been observed prior to such appointment. |  |
| <b>Explanation for departure</b>   | : |   |  |
|  |   |   |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |  |
| <b>Measure</b>   | : |   |  |
| <b>Timeframe</b>   | : |   |  |
|  |   |   |  |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The ARC is responsible for assessing the suitability, objectivity and independence of the External Auditors, and for making recommendations to the Board on their appointment, re-appointment, resignation or removal, where appropriate.</p> <p>During FYE 2025, the ARC conducted its annual assessment of the performance of the External Auditors based on pre-determined criteria, including the quality of audit scope and planning, adequacy of resources, competence and experience of the audit team, independence and objectivity, as well as the effectiveness of communication with the ARC. Having been satisfied with the External Auditors' overall performance, the ARC recommended their re-appointment to the Board for shareholders' approval.</p> <p>The ARC also undertook an assessment of the External Auditors' independence and objectivity. The External Auditors have provided written confirmation that they are independent in accordance with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants for FYE 2025. The ARC is satisfied that the provision of non-audit services, if any, did not compromise the External Auditors' independence.</p> <p>In addition, the ARC met with the External Auditors without the presence of Executive Directors and Management on 26 February 2025 and 24 March 2025 to discuss key audit matters, including significant findings arising from the audit, the level of cooperation and assistance extended by Management, and any other matters deemed relevant.</p> <p>The ARC is guided by its established policies, namely the Policy on Provision of Non-Audit Services by External Auditors and the Policies and Procedures to Assess the Suitability, Objectivity and Independence of External Auditors.</p> <p>The Policy on Provision of Non-Audit Services governs the circumstances under which non-audit services may be provided by the External Auditors, including the evaluation of potential threats to independence and the application of appropriate safeguards.</p> |

|   |  |  |
|---|--|--|
|   | <p>The Policies and Procedures to Assess the Suitability, Objectivity and Independence of External Auditors set out the criteria and processes to be applied by the ARC in evaluating the External Auditors, forming the basis of the ARC's recommendations to the Board on matters relating to their appointment, re-appointment or removal.</p> <p>The ARC is satisfied that the policies and procedures in place are adequate and have been consistently applied during the financial year to safeguard the quality and reliability of the audited financial statements, in line with Practice 9.3 of the MCCG.</p> |  |
| <b>Explanation for departure</b>  | :  |  |
|   |  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |  |
| <b>Measure</b>  | :  |  |
| <b>Timeframe</b>  | :  |  |

**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.

|  |   |  |
|--|---|--|
| <b>Application</b>                             | : | Not Adopted  |
| <b>Explanation on adoption of the practice</b> | : | Following the resignation of the Independent Non-Executive Chairman, the composition of the ARC has been reconstituted to comprise three members. A majority of the members are Independent Non-Executive Directors, with one Non-Independent Non-Executive Director. As such, the current composition of the ARC does not comply with Practice 9.4, which requires the Audit Committee to comprise solely of Independent 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>Collectively, the ARC possesses a wide range of relevant skills and competencies necessary to effectively discharge its duties and responsibilities. All members of the ARC are financially literate, competent, and capable of understanding matters within the Committee's purview, including the financial reporting process.</p> <p>The members of the ARC are committed to continuous professional development to ensure they remain abreast of relevant developments in accounting and auditing standards, practices, and regulatory requirements.</p> <p>During FYE 2025, the NRC conducted a review of the term of office and performance of the ARC. This assessment was carried out through evaluation forms facilitated by the Company Secretary.</p> <p>The evaluation encompassed, among others, the following areas:</p> <ul style="list-style-type: none"> <li>(a) Quality and composition of the Committee</li> <li>(b) Skills and competencies of members</li> <li>(c) Meeting administration and conduct</li> </ul> <p>The Board is satisfied that the ARC has discharged its responsibilities effectively and that its members continue to demonstrate the necessary competence, commitment, and independence in carrying out their roles.</p> |
| <b>Explanation for departure</b>                  | : |  |

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

|                    |  |  |
|--------------------|--|--|
| <b>Measure</b> :   |  |  |
| <b>Timeframe</b> : |  |  |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board recognises its overall responsibility in establishing and maintaining a sound and effective risk management and internal control framework to safeguard shareholders' interests and the Group's assets, while supporting the achievement of the Group's strategic objectives.</p> <p>The Board has delegated the oversight of risk management and internal control to the ARC, which assists in reviewing the adequacy and effectiveness of the Group's risk management and internal control systems. The ARC acknowledges that the Group's risk management and internal control practices are adequately implemented and effective in their execution. The ARC also ensures that the policies and frameworks established are capable of managing the risks to which the Group is exposed, with particular focus on areas identified as high-risk concentrations.</p> <p>The Group has established a structured ERM framework which is embedded into its operational and business processes. This framework enables the Group to systematically identify, assess, evaluate and manage key risks in a proactive and continuous manner. The framework is designed to support informed decision-making by the Board regarding the level of risk the Group is willing to accept in pursuing its objectives.</p> <p>Key elements of the framework include:</p> <ul style="list-style-type: none"><li>(a) Identification and categorisation of risks across Financial, Information Technology, Operational, Regulatory, Reputational, Strategic and Human Capital domains;</li><li>(b) Assessment of risks based on likelihood and impact using a structured risk matrix;</li><li>(c) Assignment of risk ownership to accountable stakeholders responsible for managing and mitigating risks;</li><li>(d) Implementation of appropriate risk responses, including risk avoidance, reduction, transfer or acceptance; and</li><li>(e) Continuous monitoring, reporting and updating of risks through a centralised Risk Register.</li></ul> |

|   |   |  |
|---|---|--|
|   | <p>The Board is supported by Management in ensuring that risk management is an ongoing process, with regular reviews conducted to respond to evolving business conditions, including emerging risks such as cybersecurity threats, supply chain disruptions and sustainability-related risks.</p> <p>In addition, a risk-based internal audit function provides independent assurance on the adequacy and effectiveness of the Group’s risk management and internal control systems. The internal audit plan is aligned with the Group’s risk profile and focuses on key risk areas to ensure appropriate controls are in place and functioning effectively.</p> <p>Through these mechanisms, the Board is provided with reasonable assurance that risks are managed within acceptable levels and that adverse impacts arising from foreseeable events are mitigated.</p> |  |
| <p><b>Explanation for departure</b></p>   |   |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |  |
| <p><b>Measure</b></p>   |   |  |
| <p><b>Timeframe</b></p>   |   |  |

### 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The Board affirms that the Group has in place an ongoing process for identifying, evaluating and managing significant risks faced by the Group, and that this process is integrated into the Group's overall system of internal control.</p> <p>The key features of the Group's risk management and internal control framework are as follows:</p> <p>(A) Risk Management Framework<br/>A comprehensive ERM framework covering risk identification, assessment, ownership, mitigation, monitoring and reporting;</p> <ul style="list-style-type: none"><li>(a) Maintenance of a centralised Risk Register, which is regularly updated to reflect current and emerging risks;</li><li>(b) Periodic reporting of risk management matters to the ARC and the Board for review and deliberation;</li><li>(c) Integration of sustainability and ESG-related risks into the ERM framework, guided by recognised standards such as IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2); and</li><li>(d) Engagement of external consultants to facilitate structured risk assessment exercises and enhance the robustness of the framework.</li></ul> <p>(B) Internal Control System</p> <ul style="list-style-type: none"><li>(a) A well-defined organisational structure with clear lines of responsibility, authority limits and accountability;</li><li>(b) Documented policies and procedures governing key business processes, which are subject to continuous review and improvement;</li><li>(c) Regular Board and ARC meetings to oversee operational and financial performance as well as key risk areas;</li><li>(d) Implementation of an Anti-Bribery and Corruption Policy and Whistleblowing Policy to promote ethical conduct and transparency; and</li><li>(e) Ongoing assessment of the effectiveness of the Group's anti-corruption framework.</li></ul> |

|   |  |  |
|---|--|--|
|   | <p>An independent internal audit function that executes a risk-based annual audit plan approved by the ARC. Periodic internal audit engagements to evaluate the adequacy and effectiveness of internal controls and risk management practices. Reporting of audit findings, recommendations and management responses to the ARC for oversight and follow-up actions.</p> <p>Based on the reviews and assurances provided by the ARC, Management and the internal audit function, the Board is of the view that the Group's risk management and internal control framework is adequate and effective in safeguarding the Group's assets and supporting the achievement of its business objectives for the financial year under review.</p> <p>Further details are set out in the Statement on Risk Management and Internal Control in the Company's Annual Report 2025.</p> |  |
| <b>Explanation for departure</b>  |  |  |
|   |  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |  |
| <b>Measure</b>  |  |  |
| <b>Timeframe</b>  |  |  |

**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.

|  |             |
|--|-------------|
| <b>Application</b> :                             | Not Adopted |
| <b>Explanation on adoption of the practice</b> : |             |

### 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.

|   |   |   |
|---|---|---|
| <b>Application</b>                                | : | Applied   |
| <b>Explanation on application of the practice</b> | : | <p>The Board acknowledges the critical role of the internal audit function in supporting a sound system of governance, risk management, and internal control within the Group. In line with Practice 11.1 of the MCCG, the ARC ensures that the internal audit function is effective, independent, and adequately resourced to discharge its responsibilities.</p> <p>To maintain independence and objectivity, the Board has outsourced the internal audit function to Messrs. ASAP Advisory PLT, an independent professional consulting firm. The internal auditors report functionally to the ARC, thereby preserving their independence from Management and enabling unbiased evaluations of the Group's internal control systems.</p> <p>During FYE 2025, the internal audit function carried out its activities in accordance with a risk-based internal audit plan approved by the ARC. The audit plan was developed based on the Group's risk profile, aligned with the adoption of the ISO 31000 Risk Management framework and the COSO ERM framework, ensuring that key risk areas were prioritised.</p> <p>The internal audits covered critical operational and compliance areas, including:</p> <ul style="list-style-type: none"><li>(a) Inventory and Warehouse Facility Management</li><li>(b) Financial Reporting and Corporate Liability</li><li>(c) Anti-Bribery and Corruption ("ABC") Management System</li><li>(d) Whistleblowing Channel</li></ul> <p>Audit findings and recommendations were communicated to Management, and appropriate corrective actions were implemented in a timely manner. The ARC actively reviewed the audit reports, monitored Management's responses, and ensured that all identified issues were effectively addressed.</p> <p>While certain internal control weaknesses were identified during the year, these were not material and were promptly rectified by Management. None of the findings resulted in any material financial losses or required disclosure in the Annual Report.</p> <p>The ARC is satisfied that the internal audit function has operated effectively and independently during the financial year. The Board, with</p> |

|  |   |  |
|--|---|--|
|  | the support of the ARC, is of the view that the Group’s governance, risk management, and internal control systems are sound and adequate, and that stakeholders are able to assess their effectiveness based on the disclosures provided. |  |
| <b>Explanation for departure</b>   | :   |  |
|  |   |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |  |
| <b>Measure</b>   | :   |  |
| <b>Timeframe</b>   | :   |  |

## 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The Group's internal audit function is outsourced to Messrs. ASAP Advisory PLT, an independent professional firm. This arrangement ensures that the internal audit function is adequately resourced and able to provide independent and objective assurance to the ARC.</p> <p>The Internal Auditors report functionally and directly to the ARC, thereby maintaining their independence from Management. Their principal responsibilities include conducting risk-based internal audits, evaluating the adequacy and effectiveness of the Group's systems of internal control, risk management and governance processes, and providing independent reports and recommendations to the ARC.</p> <p>The internal audit function is guided by an Internal Audit Charter approved by the ARC and adheres to the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors. Audit engagements are performed with impartiality, proficiency and due professional care.</p> <p>The scope of work covers, among others:</p> <ul style="list-style-type: none"><li>(a) Review of the adequacy and effectiveness of internal controls;</li><li>(b) Assessment of compliance with established policies, standard operating procedures, and applicable laws and regulations;</li><li>(c) Evaluation of operational efficiency and effectiveness; and</li><li>(d) Review of the reliability and integrity of financial and operational information systems.</li></ul> <p>The Internal Auditors have full and unrestricted access to all information, records, personnel and physical properties of the Group in the performance of their duties.</p> <p>The internal audit team is led by Mr. Ong Tian Soon, a Chartered Member of The Institute of Internal Auditors Malaysia (CMIIA), and is supported by a team comprising one supervisor and two supporting staff. Collectively, the team has experience in internal audit, governance, risk management and internal control reviews across various operational areas, and is suitably qualified to carry out the internal audit function effectively. Please refer to the details of</p> |

|  |   |  |
|--|---|--|
|  | <p>the Internal Auditors as disclosed in the Audit and Risk Committee Report of the Annual Report 2025.</p> <p>During the financial year under review, the Internal Auditors carried out risk-based internal audit reviews in accordance with the approved internal audit plan, covering key operational areas of the Group. Audit findings, together with Management’s responses and agreed timelines for corrective actions, were presented to the ARC. Follow-up reviews were also conducted to ensure that agreed recommendations were implemented in a timely manner.</p> <p>The ARC reviewed and assessed the performance, independence, scope, competency and resources of the internal audit function and was satisfied that it has been effective in discharging its responsibilities during the financial year.</p> <p>Further details of the Group’s internal control system and risk management framework are set out in the Audit and Risk Committee Report and the Statement on Risk Management and Internal Control in the Company’s Annual Report 2025.</p> |  |
| <b>Explanation for departure</b>   | :   |  |
|  |   |  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |  |
| <b>Measure</b>   | :   |  |
| <b>Timeframe</b>   | :   |  |

### 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>Through the adopted Shareholders' Communication Policy, the Company ensures that all shareholders have ready and timely access to all publicly available information of the Company. The Company is committed to ensuring that disclosures are clear, accurate and complete in order to enable investors and potential investors to make informed investment decisions, while facilitating a balanced understanding of the Company's objectives and performance.</p> <p>The Company adopts multiple channels of communication with its stakeholders, including:</p> <ul style="list-style-type: none"><li>(i) Announcements to Bursa Securities;</li><li>(ii) Corporate Website;</li><li>(iii) Annual Reports and Circulars;</li><li>(iv) General Meetings of shareholders; and</li><li>(v) A designated Contact Person for Investor Relation.</li></ul> <p>In accordance with its Corporate Disclosure Policy, the Company ensures that all communications to stakeholders and the investing public pertaining to the Group's business and corporate affairs are transparent, timely, accurate and factual. Material information is disseminated broadly and, where required, submitted promptly to the relevant regulatory authorities in compliance with applicable laws and regulations.</p> <p>General meetings remain the principal platform for dialogue between shareholders, the Board and Management. Shareholders are encouraged to participate actively by raising questions and providing feedback on the Group's strategies, operations and performance. The Company facilitates both physical and/or virtual participation, where applicable, to enhance shareholder engagement.</p> <p>The Company's corporate website at <a href="http://www.milux.com.my">www.milux.com.my</a> serves as a key channel for dissemination of information. It provides access to corporate information, financial results, announcements, governance disclosures and details of the Company's products and services. The website is regularly updated to ensure the information remains current and accessible to the public.</p> |

|   |   |  |
|---|---|--|
|   | <p>The Board ensures that all material information is disclosed on a timely basis and that all shareholders have equal access to such information.</p> <p>Any enquiries relating to investor relations or the Company may be directed to the designated contact person as published on the Company's website.</p> |  |
| <p><b>Explanation for departure</b></p>   |   |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |   |  |
| <p><b>Measure</b></p>   |   |  |
| <p><b>Timeframe</b></p>   |   |  |

**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.

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

### 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.

|  |   |   |
|--|---|---|
| <b>Application</b>   | : | Applied   |
| <b>Explanation on application of the practice</b>  | : | <p>The Notice of the 30th Annual General Meeting (“<b>30th AGM</b>”), which was held on 23 June 2025, together with the explanatory notes on the proposed resolutions as contained in the Annual Report 2025, were dispatched to shareholders at least twenty-eight (28) days prior to the date of the 30th AGM. This was in line with best corporate governance practices, providing shareholders with sufficient time to consider the resolutions, make informed decisions in exercising their voting rights, and arrange for proxies to attend and vote on their behalf where necessary.</p> <p>The Notice of the 30th AGM outlined all resolutions to be tabled at the meeting and was accompanied by explanatory notes and relevant background information, where applicable, to enhance shareholders’ understanding of the matters to be deliberated. Shareholders were also provided access to the proxy form via a designated link, allowing them to appoint proxies who need not be members of the Company, in accordance with the Company’s Constitution.</p> <p>In addition, the Notice of the 30th AGM was announced to Bursa Malaysia Securities Berhad (“<b>Bursa Securities</b>”) and published in a major local newspaper to ensure wider dissemination of information to shareholders.</p> <p>In line with good corporate governance practices, the Company will continue to adopt the best practices as advocated in the MCCG by issuing the Notice of the 31st Annual General Meeting (“<b>31st AGM</b>”), at least twenty-eight (28) days prior to the meeting date. This exceeds the minimum requirement of twenty-one (21) days’ notice as stipulated under Section 316(2) of the Act and MMLR, thereby ensuring that shareholders are given adequate time to review the Annual Report and supporting documents relating to the proposed resolutions.</p> |
| <b>Explanation for departure</b>   | : |   |
|  |   |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |

|                  |   |  |  |
|------------------|---|--|--|
| <b>Measure</b>   | : |  |  |
| <b>Timeframe</b> | : |  |  |

**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.

|  |   |   |
|--|---|---|
| <b>Application</b>   | : | Applied   |
| <b>Explanation on application of the practice</b>  | : | <p>The AGM serves as the principal forum for direct interaction and dialogue among shareholders, the Board of Directors and Management. It provides shareholders with the opportunity to participate actively in the proceedings, including a dedicated question-and-answer session where shareholders may raise questions and seek clarification on the Company's business operations, performance, as well as the Group's current developments and future prospects.</p> <p>The 30th AGM of the Company was held physically on 23 June 2025, enabling in-person engagement between shareholders, the Board and Management. The Chairman of the Board, all Directors, and the Chairpersons of the respective Board Committees were present at the AGM to facilitate meaningful dialogue and address shareholders' queries.</p> <p>In addition, the Key Senior Management team and the external auditors of the Company were also in attendance at the AGM to provide further insights and respond to questions raised by shareholders.</p> |
| <b>Explanation for departure</b>   | : |   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |   |
| <b>Measure</b>   | : |   |
| <b>Timeframe</b>   | : |   |

### 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.

|   |   |  |
|---|---|--|
| <b>Application</b>                                | : | Applied  |
| <b>Explanation on application of the practice</b> | : | <p>The 30th AGM of the Company was held physically at Lot 753, Jalan Subang 3, Taman Perindustrian Subang, 47610 Subang Jaya, Selangor. The Company continued to leverage technology by implementing electronic voting ("<b>e-voting</b>") for all resolutions conducted by poll.</p> <p>The Company utilised the e-voting facilities provided by Boardroom Share Registrars Sdn Bhd ("<b>Boardroom</b>"), the appointed Poll Administrator and Sky Corporate Services Sdn Bhd ("<b>SCSSB</b>"), the appointed independent scrutineers to ensure the integrity, transparency and accuracy of the voting process. The e-voting process was conducted in accordance with Paragraph 8.29A of the MMLR.</p> <p>(a) Physical Attendance and Participation<br/>Shareholders, proxies and corporate representatives attended the 30th AGM in person at the meeting venue. The Chairman ensured that shareholders were given the opportunity to participate, raise questions and engage with the Board and Management during the meeting.</p> <p>(b) Electronic Voting by Poll<br/>All resolutions tabled at the 30th AGM were voted on by poll via e-voting. Shareholders and proxies present at the meeting were provided with access to the e-voting platform managed by Boardroom.</p> <p>A brief presentation/video by Boardroom was conducted at the AGM to guide attendees on the e-voting procedures. The voting session commenced and concluded as announced by the Chairman.</p> <p>Upon completion of the voting process, SCSSB verified the poll results:</p> <ul style="list-style-type: none"><li>(i) The results, including votes in favour and against each resolution, were presented to the Chairman</li><li>(ii) The Chairman then declared the results of the resolutions</li><li>(iii) The poll results were subsequently published on the Company's website for the benefit of all shareholders.</li></ul> |

|   |  |  |
|---|--|--|
|   | <p>The Company's transition from a fully virtual AGM in the year of 2024 to a physical AGM with e-voting in FYE 2025 reflects its commitment to:</p> <ul style="list-style-type: none"> <li>(i) Enhancing shareholder engagement through physical interaction;</li> <li>(ii) Maintaining efficient and transparent voting via digital solutions;</li> <li>(iii) Ensuring continued compliance with regulatory requirements and best governance practices.</li> </ul> |  |
| <b>Explanation for departure</b>  | :  |  |
|   |  |  |
| <p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p> |  |  |
| <b>Measure</b>  | :  |  |
| <b>Timeframe</b>  | :  |  |

### 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> |  |
| <b>Application</b>   | : Applied  |
| <b>Explanation on application of the practice</b>  | :<br>General meetings continue to serve as an important communication channel between the Company and its shareholders. Shareholders were able to participate and engage with the Board during the AGM through physical attendance, complemented by electronic voting facilities, as well as the submission of questions and comments on the agenda items prior to and during the AGM.<br><br>The Chairman of the Board, all the Directors and the Chairperson of the Board Committees had attended the 30th AGM of the Company which was held physically, to engage with shareholders in person and foster meaningful interaction.<br><br>At the 30th AGM, the shareholders were given sufficient opportunity to raise questions and the ED and GCEO responded to and addressed these questions during the meeting. |
| <b>Explanation for departure</b>   | :<br><br>  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>   |  |
| <b>Measure</b>   | :<br><br>  |
| <b>Timeframe</b>   | :<br><br>  |

**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.

|  |  |
|--|--|
| <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. Further, a listed issuer should also provide brief reasons on the choice of the meeting platform.</i> |  |
| <b>Application</b>   | : Not applicable – only physical general meetings were conducted in the financial year   |
| <b>Explanation on application of the practice</b>  | : The Company transitional from a fully virtual AGM in the year of 2024 to a physical AGM complemented by e-voting in the 30th AGM. This approach reflects the Company’s commitment to enhancing shareholder engagement while maintaining the convenience of digital participation. Moving forward, the Company intends to continue holding physical AGMs to foster more meaningful interactions with shareholders |
| <b>Explanation for departure</b>   | :<br><br>  |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>   |  |
| <b>Measure</b>   | :<br><br>  |
| <b>Timeframe</b>   | :<br><br>  |

**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>         |   |
| <b>Application</b>   | : Applied   |
| <b>Explanation on application of the practice</b>  | : The Minutes of the 30th AGM were uploaded to the Company's website after being duly confirmed and signed.<br><br>No questions were raised prior to or during the 30th AGM. In the event that any questions are raised at future general meetings, the Company will upload such questions together with the corresponding responses to its website within 30 business days from the date of the meeting. |
| <b>Explanation for departure</b>   | :<br><br>   |
| <i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i> |   |
| <b>Measure</b>   | :<br><br>   |
| <b>Timeframe</b>   | :<br><br>   |

**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.*

Click or tap here to enter text.

