CORPORATE GOVERNANCE REPORT

STOCK CODE	**:**	7050
COMPANY NAME	**:**	WONG ENGINEERING CORPORATION BERHAD
FINANCIAL YEAR	**:**	October 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 PERSUANT CORPORATE GOVERNANCE GUIDELINES ISSUED BY BANK NEGARA MALAYSIA
Disclosures in this section are pursuant to Appendix 4 (Corporate Governance Disclosures) of the Corporate Governance Guidelines issued by Bank Negara Malaysia. This section is only applicable for financial institutions or any other institutions that are listed on the Exchange that are required to comply with the above Guidelines.

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

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

Practice 1.1
The board should set the company's strategic aims, ensure that the necessary resources are in place for the company to meet its objectives and review management performance. The board should set the company's values and standards, and ensure that its obligations to its shareholders and other stakeholders are understood and met.

Application	:	Applied	
Explanation on application of the practice	:	The Audit Committee ("**AC**") and the Board of Directors ("**Board**") met with representatives from Management on a quarterly basis where Management reported on the performance and results of the business of the Company and its subsidiaries ("**WEC Group**" or "**the Group**") which are benchmarked against the previous year. In accepting report on risk management, the Board noted identification of risks which focussed on strategic, operational, and internal controls as well as mitigation of the same. The Board had approved the Annual Budget for financial year ending 31 October 2026 ("**FY2026**") and the Board members had a robust discussion with the Executive Directors ("**EDs**") (representing Management) on the perspectives and assumptions in formulating the Annual Budget for FY2026. The Board has established clear functions reserved for the Board and those delegated to Management. The Board is responsible for the overall business framework within which the Group operates. This is formalised into a schedule of events that is reserved for the Board and these include determining overall group strategy and direction to approving acquisitions and divestments, business plans, budgets, capital expenditures, quarterly and annual financial results as well as monitoring financial and operational performance against targets. Management is responsible for the execution of activities to meet corporate plans as well as instituting various measures to ensure due compliance with various governing legislations.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 1.2

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

<table>
<tr><td>Application</td><td>:</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice</td><td>:</td><td colspan="2">Dato' Sri Dr. Hou Kok Chung ("Dato' Sri Dr. Hou") is the Independent Non-Executive Chairman of the Board.

Dato' Sri Dr. Hou leads governance activities on the Board, creates a conducive environment geared towards building and growing Directors' oversight and effectiveness, and ensures that appropriate issues are discussed by the Board in a timely manner. Essentially, the Chairman ensures that no member dominates discussion so that appropriate discussions take place and that relevant opinions among Board members are forthcoming.

Dato' Sri Dr. Hou also ensures that every Board resolution is put to vote with the will of the majority to prevail. He will also chair the general meetings and ensure that the conduct of the same is in order by ensuring proper flow of resolutions tabled at these meetings and managing communication from the shareholders. He encourages active participation from shareholders during the questions and answers session.

The roles and responsibilities of the Chairman of the Board are stated in the Board Charter, which is available on the Company's website at www.wec.com.my.</td></tr>
<tr><td rowspan="2">Explanation for departure</td><td rowspan="2">:</td><td colspan="2"></td></tr>
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<tr><td>Timeframe</td><td>:</td><td></td><td></td></tr>
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Intended Outcome
Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

Practice 1.3
The positions of Chairman and CEO are held by different individuals.

Application	:	Applied	
Explanation on application of the practice	:	The Board has always made the distinction that the position of the Chairman and the Chief Executive Officer ("CEO") does not reside with the same person to ensure organisational checks and balances for better governance. There is a clear and separate division of responsibility in the roles and duties of the Chairman and CEO. Dato' Sri Dr. Hou is the Independent Non-Executive Chairman of the Board. He is responsible for the Board's effectiveness and conduct of the Board. Mr. Yong Loy Huat is the CEO and he leads Management and is responsible for the day-to-day business and operational management of the Group. He has overall responsibilities over the daily conduct of operating units, human resource management with respect to key positions in the Group's hierarchy, financial management, and business affairs as well as organisational effectiveness and implementation of Board policies and decisions. The distinct and separate roles of the Chairman and CEO are provided in the Board Charter, which is available on the Company's website at www.wec.com.my.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 1.4

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

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'.			
Application	:	Departure	
Explanation on application of the practice	:		
Explanation for departure	:	The Chairman of the Board, Dato' Sri Dr. Hou Kok Chung, an Independent Non-Executive Director ("**INED**") of the Company is the member of the AC, Remuneration Committee ("**RC**") and Chairman of Nominating Committee ("**NC**") (collectively "**Committees**").	
		The Board has deliberated on the composition of its Committees but in light of the current board structure, the Chairman continues to be part of the Board Committees. The Chairman is conscious of his differing role in the various Committees. All matters are thoroughly deliberated at respective Committee level which involves participation of other Committee Members. The presence of other members would still create a fair and good balance for open and free discussions with unbiased decisions.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:	The NC will reassess the composition of the entire Board and propose to appoint additional INED/s into the Board, taking into consideration the roles and responsibilities and the charter of various Committees.	
Timeframe	:	Within 3 years	

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

Practice 1.5
The board is supported by a suitably qualified and competent Company Secretary to provide sound governance advice, ensure adherence to rules and procedures, and advocate adoption of corporate governance best practices.

Application	:	Applied	
Explanation on application of the practice	:	The Company Secretaries of the Company are qualified to act as Company Secretary under Section 235(2) of the Companies Act 2016. They are members of the Malaysian Institute of Chartered Secretaries & Administrators ("**MAICSA**") and is practising secretary registered with Companies Commission of Malaysia. The Company Secretaries are responsible for advising the Board on regulatory requirements and corporate governance matters. The Company Secretaries or their representatives are present at all meetings to record deliberation, issues discussed and conclusions. They also provide advice in relation to relevant regulations and legislations in discharging their duties and responsibilities. The decision made and/or resolution passed are recorded in minutes of meetings and kept at the registered office of the Company together with its statutory registers. Other roles of the Company Secretaries include coordinating on the preparation of Board papers with Management, ensure Board procedures and applicable rules are observed and maintaining records of the Board as well as provide timely dissemination of information relevant to the Directors' roles and functions and keeping them updated on evolving regulatory requirements.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 1.6

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

Application	:	Applied	
Explanation on application of the practice	:	The meeting agendas as well as relevant board papers and reports for consideration and deliberation are distributed at least seven (7) days in advance before each meeting to ensure that Directors have sufficient time to study them and be properly prepared for discussion and decision-making. Minutes are prepared for all Board and Board Committees' proceedings and will be confirmed and signed by the respective Chairman at the subsequent meetings. The Directors, whether as full Board or in their personal capacity, may upon approval from the Board, seek independent professional advice, if so required in furtherance of their duty, at the Group's expense.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 2.1

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

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

Application :	Applied	
Explanation on application of the practice :	The Board Charter sets out the Board's strategic roles and responsibilities in discharging its fiduciary and leadership functions. The Board Charter also serves as a primary reference point on governance matters for Directors as it defines the roles and responsibilities of the Board, Board Committees, Chairman, CEO, EDs, Non-Executive Directors, INEDs, and Company Secretaries as well as Schedule of Matters Reserved for collective decision of the Board. The Board Charter will be reviewed at least once in every two (2) years to ensure it continues to reflect the requirements of the Company to meet its commitment towards good corporate governance practices and a high-performance Board. The Board Charter is available in the Company's website at www.wec.com.my.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

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

Practice 3.1
The board establishes a Code of Conduct and Ethics for the company, and together with management implements its policies and procedures, which include managing conflicts of interest, preventing the abuse of power, corruption, insider trading and money laundering.

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

Application :	Applied
Explanation on application of the practice :	The Group is committed to maintaining high standards of ethics, professionalism and integrity in all business dealings. As such, the Group has Ethics Policy and Code of Conduct in place. There is a formalised the Code of Conduct which governs the standards for Labour, Health and Safety, Environment, Business Ethics and Management Systems to manage conformity to the Code of Conduct. Reading together, these reflect the Board's commitment and underscore tone from the top for proper ethical behaviour expected of the Directors and employees. These documents provide guidance to Directors and employees in their decision-making in that these are correct and comply with high ethical standards particularly those work-related decisions which are highly judgmental. The Group had taken steps in strengthening its anti-bribery and corruption compliance upon implementation of Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009. The Company has in place an Anti-Bribery and Corruption Policy ("**ABC Policy**") which was established and enforced across the Group and briefings have been conducted for Head of Departments and will continue to be disseminated all employees within the Group to create awareness and understanding of the significance of ABC Policy which also includes process and procedure to prevent potential violation of this ABC Policy. The Company had also adopted a Directors' Fit and Proper Policy to ensure individual appointed as Director is of right qualification, expertise, competency and integrity. On 24 June 2025, the Board also adopted the Insider Trading Policy to prevent insider trading and help WEC Group's personnel and all business associates avoid violations of the insider trading laws. The Ethics Policy and Code of Conduct is available in the Company's website at www.wec.com.my.

<table>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
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Intended Outcome

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

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

Practice 3.2

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

Application	:	Applied	
Explanation on application of the practice	:	The Board has put in place a Whistle Blowing Policy to ensure employees can raise concerns without fear of reprisals. All malpractices or wrongdoings reported by the whistleblower are directed to the Human Resource Manager or CEO. Employees concerned about speaking to another member of staff can speak, in confidence, to the INED at report@wec.com.my. The Whistle Blowing Policy is available in the Company's website at www.wec.com.my.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome
The 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.

<table>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The Board together with management recognises the importance of sustainability as a critical driver for the long-term business sustainable growth of WEC Group. As such, the Board and the management persistently reinforce embedding sustainability into the business strategies and operations to achieve the Group's goals. The Board is responsible to oversee the Group's sustainability agenda, practices, strategies, and performance.

The sustainability efforts are focused on three (3) key areas:-

a. Economic
b. Environment
c. Social

The sustainability efforts and initiatives undertaken have been disclosed in the Sustainability Statement of the Company's Annual Report for the financial year ended 31 October 2025 ("FY2025") ("Annual Report 2025").</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
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</table>

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

Practice 4.2
The board ensures that the company's sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders.

Application	:	Applied	
Explanation on application of the practice	:	The Group have Sustainability Strategy in place for FY2025 covering all three pillars of Environmental, Social and Governance ("**ESG**"). Implementation strategy is defined and execution is on track. These strategies and status will be shared with the Board at least once per year via the Sustainability Committee. Sustainability Strategy was designed according to inputs from the outcome of the materiality assessment exercise with internal and external stakeholders. Details of our sustainability efforts and compliance to various regulatory frameworks are included in the Annual Report. Among the measures that form our Sustainability Strategy are implementing the Privacy Policy as part of Personal Data and Protection Act 2010 together with annual employee certification, conducting an internal audit of our corruption and bribery-related risks together with annual employee certification, implementing the Insider Trading Policy, implementing the Employees' Share Option Scheme ("**ESOS**") scheme for employee reward and retention, assessing critical supplier ESG compliance, performing climate related risk assessment and ensuring ESG disclosure compliance with various regulatory frameworks. Sustainability target related to reduction in carbon emissions has been formulated and reported as part of the FY2025 Sustainability Report.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.3

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

Application	:	Applied	
Explanation on application of the practice	:	The Board recognises that sustainability issues evolve in line with the ever-changing business environment. The Board is committed to stay abreast with the latest development in the sustainability issues relevant to the Group. The Board gains access to the sustainability issues updates via news, publications from relevant agencies to achieve sustainable long-term value. All Directors had attended Mandatory Accreditation Programme Part II: Leading for Impact, which aims to provide Directors with the foundation to address sustainability risks and opportunities effectively, and have better oversight over their companies' material sustainability matters. Besides, the Board is kept abreast by the Company Secretary on the changes to the Main Market Listing Requirement ("**MMLR**") of Bursa Malaysia Securities Berhad ("**Bursa Securities**") and Malaysian Code on Corporate Governance ("**MCCG**"), which are relevant to the Company on corporate disclosures and compliances including sustainability issues and reporting.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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

Practice 4.4
Performance evaluations of the board and senior management include a review of the performance of the board and senior management in addressing the company's material sustainability risks and opportunities.

Application :	Applied	
Explanation on application of the practice :	During the annual Board Self-Evaluation Assessment for FY2025, the Board through the NC reviewed its performance relating to sustainability matters that are critical to the Group's performances. Every Director had completed a set of assessment questionnaire and submitted the results to the NC for review. Thereafter, the NC reported the results of the evaluation to the Board.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

Intended Outcome

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

Practice 4.5- Step Up

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

Note: The explanation on adoption of this practice should include a brief description of the responsibilities of the designated person and actions or measures undertaken pursuant to the role in the financial year.		
Application	:	Adopted
Explanation on adoption of the practice	:	Ms. Anstey Yong Lee Teen, the ED of the Company was appointed as the designated person on sustainability.

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

Practice 5.1
The Nomination Committee should ensure that the composition of the board is refreshed periodically. The tenure of each director should be reviewed by the Nomination Committee and annual re-election of a director should be contingent on satisfactory evaluation of the director's performance and contribution to the board.

Application	:	Applied
Explanation on application of the practice	:	The NC reviews annually the required mix of skills, experience and other qualities, including core competencies of the members in discharging their duties. The skills and experience of each Director is analysed, interalia, in the areas of business operations technical and governmental affairs and legislation. Furthermore, the NC reviews size and composition of the Board with consideration on the impact on the effective functioning of the Board. The NC had also reviewed and assessed the independence of the Independent Directors based on the Directors' professionalism and integrity in the decision-making process, ability to form independence judgements, as well as objectivity and clarity in deliberations in addition to the specific criteria of independence as set out in the MMLR of Bursa Securities. In accordance to the Company's Constitution, any newly appointed Director shall hold office only until the next Annual General Meeting ("AGM") and shall then be eligible for re-election. In addition, one-third (1/3) of the Board shall retire from office and be eligible for re-election at every AGM, and all Directors, shall retire from office at least once in every three (3) years but shall be eligible for re-election. For FY2025, the NC had conducted assessment and review the re-election of the following Directors who are retiring by rotation in accordance with Clause 103 of the Company's Constitution:- i) Yong Loy Huat ii) Eng Teik Hiang The NC had also assessed and reviewed the independence of Mr. Lau Chia En, the INED who has served as Director the Company for a cumulative of more than nine (9) years. Both NC and the Board were satisfied that the above Directors have met the performance criteria and recommended them for re-election / re-appointment at the forthcoming 29th AGM for shareholders' approval.

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

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

Practice 5.2
At least half of the board comprises independent directors. For Large Companies, the board comprises a majority independent directors.

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	The concept of independence as adopted by the Board is consistent with definition of INED outlined in paragraph 1.01 and Practice Note 13 of the MMLR of Bursa Securities. The key elements for fulfilling the criteria are the appointment of Directors who are not members of Management and who are free of any relationship which could interfere with the exercise of independent judgment or the ability to act in the best interest of the Company. For FY2025, the Board comprised of six (6) members with three (3) being Executive Directors, one (1) Non-Independent Non-Executive Director ("**NINED**") and two (2) INEDs and is in compliance with Para 15.02 of the MMLR of Bursa Securities, which requires that at least two (2) Directors or one-third of the Board of the Company, whichever is the higher, are INEDs. The Board is mindful that it does not comprise at least half of INEDs as it is of the view that the present INEDs, with the breadth of professional background, have enabled the Board to exercise objective judgement on various issues through their sharing of impartial, objective and unbiased opinions and viewpoints. The composition of the Board Committees for FY2025 made up of majority INEDs affirmed the Board's commitment towards independence in Board leadership and provided strong checks and balances in the Board's governance function. Therefore, the lack of the necessary number of INEDs has not jeopardise the independence of Board deliberations and all decisions have been made in the best interest of the Company and the Group.
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure	:	

Timeframe :		

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

Practice 5.3
The tenure of an independent director does not exceed a cumulative term limit of nine years. Upon completion of the nine years, an independent director may continue to serve on the board as a non-independent director.

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

Application	:	Departure	
Explanation on application of the practice	:		
Explanation for departure	:	The Board recognises the Malaysian Code on Corporate Governance's recommendation that service tenure of an INED should not exceed a cumulative or consecutive term of nine (9) years. Upon completion of the nine (9) years, an INED may continue to serve on the Board subject to the Director's re-designation as a Non-INED or the Board shall justify and seek annual shareholders' approval. Mr. Lau Chia En who was appointed to the Board on 16 November 2016 has served as an INED of the Company beyond nine (9) years. The NC had, with Mr. Lau abstaining from deliberation and decision-making, reviewed and recommended to the Board to retain Mr. Lau as INED. The Board concurred with the NC's recommendation and recommended with justifications, for shareholders' approval in the forthcoming AGM to retain Mr. Lau as INED beyond the nine (9) years tenure and below the twelve (12) year limit as stipulated in the MMLR.	
		The Board does not adopt a 2-tier voting process as the Board wishes to maintain: a) consistency with the 1-share 1-vote standard under the Companies Act 2016 b) fairness in terms of voting rights amongst the same class of stockholders	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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

Practice 5.4 - Step Up
The board has a policy which limits the tenure of its independent directors to nine years without further extension.

Note: To qualify for adoption of this Step Up practice, a listed issuer must have a formal policy which limits the tenure of an independent director to nine years without further extension i.e. shareholders' approval to retain the director as an independent director beyond nine years.		
Application	:	Not Adopted
Explanation on adoption of the practice	:	This is Not Adopted in view that the Company does not fall within the definition of "Large Companies”.

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

Practice 5.5
Appointment of board and senior management are based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.

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

Application :	Applied	
Explanation on application of the practice :	The Board is supportive of diversity on the Board and in Senior Management team. Appointment of members of the Board and Senior Management team is based on objective criteria, merit and also due regard for diversity in experience, skills set, age and cultural background. The Directors, with their diverse background and professional specialisation, collectively, bring with them a wealth of experience and expertise in areas such as general management and operations, commercial, finance and accounting, corporate affairs, manufacturing, sales and marketing, business, tax, product development, shipping and logistics.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 5.6
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.

<table>
<tr><td>Application</td><td>:</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice</td><td>:</td><td colspan="2">In identifying new Board members, the Board considers recommendations from existing Board members, management or independent sources.

When a vacancy arises, the NC will deliberate on the profile of the position to be filled and will ensure that the procedures for evaluating and selecting new Director are transparent and formal with the appointment made on merit basis.</td></tr>
<tr><td rowspan="2">Explanation for departure</td><td rowspan="2">:</td><td colspan="2"></td></tr>
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Intended Outcome
Board decisions are made objectively in the best interests of the company taking into account diverse perspectives and insights.

Practice 5.7
The board should ensure shareholders have the information they require to make an informed decision on the appointment and reappointment of a director. This includes details of any interest, position or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgement to bear on issues before the board and to act in the best interests of the listed company as a whole. The board should also provide a statement as to whether it supports the appointment or reappointment of the candidate and the reasons why.

Application	:	Applied	
Explanation on application of the practice	:	Appointment of new Directors to the Board or Board Committees are recommended to the NC for consideration and approval by the Board in accordance with the Terms of Reference ("TOR") of the NC. Qualified candidates with sufficient and relevant knowledge, skills and competency are sought out to serve as members of the Board in discharging its responsibilities and duties effectively and contributing to the governance of the Group. At the same time, gender and ethnic diversity within the Board would be considered if such a potential candidate is available. To facilitate an informed decision by the shareholders on the reappointment of retiring Directors during the forthcoming AGM, the profile of the Directors are included in the Annual Report 2025. Information contained therein included age, gender, tenure of service, directorship in other companies, working experience and any conflict of interest as well as shareholding in WEC under "Shareholdings Statistics" section. A brief profile of the Directors together with a statement from the Board (on whether it supports the appointment or reappointment) was included in the Statement Accompanying the Notice of AGM when such appointment or reappointment is being considered.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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

Practice 5.8
The Nominating Committee is chaired by an Independent Director or the Senior Independent Director.

<table>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">During FY2025, the NC is chaired by Dato’ Sri Dr. Hou Kok Chung who is an INED and the NC is comprised solely of Non-Executive Directors with the composition as follows:

Chairman — Dato’ Sri Dr. Hou Kok Chung
Members — Eng Teik Hiang
Lau Chia En

The NC would meet at least once (1) annually with additional meetings convened on as and when needed basis.

The NC’s key duties and key activities are as disclosed in the Annual Report 2025.

The TOR of NC is accessible for reference on the Company’s website at www.wec.com.my.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

Practice 5.9
The board comprises at least 30% women directors.

Application :	Departure	
Explanation on application of the practice :		
Explanation for departure :	Ms. Anstey Yong Lee Teen is the sole female Director on board. Her presence also complies with the MMLR of Bursa Securities which mandates the presence of at least one (1) female Director on board.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 5.10
The board discloses in its annual report the company's policy on gender diversity for the board and senior management.

Application :	Departure	
Explanation on application of the practice :		
Explanation for departure :	Whilst acknowledging the recommendation of the Code on gender diversity, the Board is of the collective opinion that there is no necessity to adopt a formal gender diversity policy as the Group is committed to provide fair and equal opportunities and nurturing diversity within the Group. The NC and the Board will consider gender diversity as part of its future selection process and will look into increasing female board representation going forward.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 6.1
The board should undertake a formal and objective annual evaluation to determine the effectiveness of the board, its committees and each individual director. The board should disclose how the assessment was carried out its outcome, actions taken and how it has or will influence board composition.

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

<table>
<tr><td colspan="3">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.</td></tr>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The NC undertakes an annual assessment of the effectiveness of the Board, the Board Committees and the contribution of each individual Director on an annual basis.

All assessments and evaluations carried out by the NC in the discharge of all its functions are documented.

The assessment is performed on a Board review or self-assessment basis. All Directors are provided with the same set of assessment forms for their completion. The results of all assessments and comments by Directors are summarised and tabled at the NC meeting. The Chairman of the NC will report the results and deliberations to the Board.

The criteria used in the assessment of the Board and the Board Committees focused on board mix and composition, quality of information and decision-making, boardroom activities, Board's relationship with management and board committees.

The assessment of individual directors focused on fit and proper, contribution and performance, calibre and personality, skills set and independence.

The assessment in respect of FY2025 was carried out with the results deemed satisfactory by the Board.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

Intended Outcome

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

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

Practice 7.1

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

Application	:	Applied	
Explanation on application of the practice	:	The objective of the Remuneration Policy is to attract and retain the Directors required to lead and control the Group effectively. The executive Board members play no part in deciding their own remuneration and the respective Board members shall abstain from all discussion pertaining to their remuneration. In the case of executive Board members, the components of their remuneration package are linked to individual and corporate performance. As for the Non-Executive Directors, the level of remuneration is reflective of their experience and level of responsibilities and the onerous challenges in discharging their fiduciary duties. The Directors' fees reflect the broad-based role and responsibilities as well as the time commitment to the Group that goes with Board membership. For FY2025, the RC considered the remuneration package for the Executive Board members as well as Directors' fees and benefits payable for the Directors of the Company. The Remuneration Policy is available for reference on the Company's website at www.wec.com.my.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 7.2
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.

<table>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">For FY2025, the RC, comprising majority Independent Non-Executive Directors, is populated as follows:

Chairman — Lau Chia En
Members — Dato' Sri Dr. Hou Kok Chung
Eng Teik Hiang

The RC is responsible for reviewing and recommending to the Board the remuneration of EDs in accordance with the Directors' Remuneration Policy, as well as reviewing the overall remuneration framework and relevant criteria.

The TOR of the RC is available on the Company's website at www.wec.com.my.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

Practice 8.1
There is detailed disclosure on named basis for the remuneration of individual directors. The remuneration breakdown of individual directors includes fees, salary, bonus, benefits in-kind and other emoluments.

Application	:	Applied
Explanation on application of the practice	:	The remuneration received / receivable by the Directors of the Company for FY2025 is shown in the table below.

No	Name	Directorate	Company ('000)							Group ('000)						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Eng Teik Hiang	Non-Executive Non-Independent Director	35,000	2,000	-	-	-	-	37,000	35,000	2,000	-	-	-	-	37,000
2	Lau Chia En	Independent Director	40,000	2,000	-	-	-	-	42,000	40,000	2,000	-	-	-	-	42,000
3	Yong Loy Huat	Executive Director	30,000	2,000	-	-	-	-	32,000	30,000	4,500	321,600	-	3,095	51,856	411,051
4	Anstey Yong Lee Teen	Executive Director	30,000	2,000	-	-	-	-	32,000	30,000	4,700	348,000	-	17,400	42,094	442,194
5	Low Seong Chuan	Executive Director	30,000	2,000	-	-	-	-	32,000	30,000	2,000	75,600	-	-	9,072	116,672
6	Dato' Sri Dr. Hou Kok Chung	Independent Director	60,000	2,000	-	-	-	-	62,000	60,000	2,000	-	-	-	-	62,000
8	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
9	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
10	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
11	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
12	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
13	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
14	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
15	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

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

Practice 8.2
The board discloses on a named basis the top five senior management's remuneration component including salary, bonus, benefits in-kind and other emoluments in bands of RM50,000.

Application	:	Departure	
Explanation on application of the practice	:		
Explanation for departure	:	Given the confidential and commercial sensitivities associated with remuneration matters and the highly competitive human resource environment and the importance of ensuring stability and continuity of business operations with a competent and experienced Management team in place, the Board takes the view that there is no necessity for the Group to disclose the names of the Company's Senior Management personnel who are not Directors or the CEO and maintaining the confidentiality of information does not compromise the interests of shareholders.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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

Intended Outcome

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

Practice 8.3 - Step Up

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

Application	:	Not Adopted
Explanation on adoption of the practice	:	This is Not Adopted in view that the Company does not fall within the definition of "Large Companies".

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

Intended Outcome
There is an effective and independent Audit Committee.

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

Practice 9.1
The Chairman of the Audit Committee is not the Chairman of the board.

Application	:	Applied	
Explanation on application of the practice	:	Mr. Lau Chia En is the Chairman of the AC while Dato' Sri Dr. Hou Kok Chung is the Chairman of the Board. Details on the composition, TOR and other pertinent facts of the AC is outlined under the AC Report in the Annual Report 2025.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome
There is an effective and independent Audit Committee.

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

Practice 9.2
The Audit Committee has a policy that requires a former partner of the external audit firm of the listed company to observe a cooling-off period of at least three years before being appointed as a member of the Audit Committee.

Application	:	Applied	
Explanation on application of the practice	:	None of the members of the Board were former key audit partners. Hence, no former key audit partner is appointed to the AC. As such, there was no need to establish such policy presently. The policy will be established when the need arises in future. The Board will observe a cooling-off period of at least three (3) years in the event any potential candidate to be appointed as a member of the AC is a former key audit partner.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome
There is an effective and independent Audit Committee.

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

Practice 9.3
The Audit Committee has policies and procedures to assess the suitability, objectivity and independence of the external auditor to safeguard the quality and reliability of audited financial statements.

Application	:	Applied
Explanation on application of the practice	:	The AC undertakes an annual assessment of the suitability and independence of the external auditors and is satisfied with the technical competency, quality of audit engagement and independence of the external auditors. The AC met with the external auditors twice a year to discuss their audit plan, audit findings and the Company's financial statements. At least once a year and whenever necessary, the AC meets with the external auditors without the presence of executive Board members or Management personnel, to allow the AC and the external auditors to exchange independent views on matters which require the AC's attention. The AC has reviewed and approved the non-audit services provided by the external auditors during FY2025 and concluded that the provision of these services did not compromise the external auditors' independence and objectivity. The amount of fees paid for these services was not significant when compared to the total audit fees paid to the external auditors. The recurring non-audit service provided by the external auditors, KPMG PLT are the review of Statement on Risk Management and Internal Control and word processing of financial statements. The external auditors have confirmed to the AC that they are, and have been, independent throughout the conduct of the audit engagement in accordance with the professional and regulatory requirements. After having assessed and been satisfied with the performance of the external auditors and their independence, the AC had recommended the re-appointment of KPMG PLT as the external auditors to the Board for approval by its shareholders at the forthcoming AGM. A summary of activities of the AC during the financial period under review is set out in the AC Report in the Annual Report 2025.
Explanation for departure	:	

<table>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 9.4 - Step Up

The Audit Committee should comprise solely of Independent Directors.

Application	:	Not Adopted
Explanation on adoption of the practice	:	This is Not Adopted in view that the Company does not fall within the definition of "Large Companies”.

Intended Outcome
There is an effective and independent Audit Committee.

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

Practice 9.5
Collectively, the Audit Committee should possess a wide range of necessary skills to discharge its duties. All members should be financially literate, competent and are able to understand matters under the purview of the Audit Committee including the financial reporting process.

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

Application :	Applied	
Explanation on application of the practice :	The AC currently comprises of members with professional experience in financial management, business, corporate finance and economy. All members are financially literate and are able to read, interpret and understand the financial statements. The diversity in skills set coupled with their financial literacy give the AC the ability to effectively discharge their roles and responsibilities. The AC is mindful of the need to continuously undertake professional development training to keep themselves abreast of relevant developments in accounting and accounting standards, practices and rules by way of job training, attendance of various workshops, seminars and briefing sessions.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

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

Practice 10.1
The board should establish an effective risk management and internal control framework.

Application :	Applied	
Explanation on application of the practice :	The Board recognises the importance of sound internal controls which encompass risk management practices as well as financial, operational and compliance controls on a quarterly basis. In this respect, the Board affirms its overall responsibility for the Group's systems of internal controls and risk management, and for reviewing the adequacy and integrity of those systems. The Statement of Risk Management and Internal Control provides an overview of the state of internal controls and risk management within the Group. Continuous reviews are carried out by the internal audit function, management and the established Risk Management Committee to identify, evaluate, monitor and manage significant risks affecting the business and ensure that adequate and effective controls are in place. The findings of the internal audit function are reported to the AC at least once a year.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

Intended Outcome
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.

<table>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The Board recognises that identification, evaluation and management of significant risks faced by the Group is an ongoing process. The Board reviews internal control issues identified by the management and internal auditors and evaluates the adequacy and effectiveness of the Group's risk management and internal control system.

The EDs has given assurance to the Board that the Group's risk management and internal control have been operating adequately and effectively in all material aspects during the year and up to the date of the Statement of Risk Management and Internal Control in the Annual Report 2025. Taking this assurance into consideration, the Board is of the view that the systems of internal control and the risk management is considered adequate for the Group's business operations.

The Statement of Risk Management and Internal Control in the Annual Report 2025 provides an overview on the state of internal controls and risk management within the Group.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

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

Practice 10.3 - Step Up
The board establishes a Risk Management Committee, which comprises a majority of independent directors, to oversee the company's risk management framework and policies.

Application	:	Not Adopted
Explanation on adoption of the practice	:	This is Not Adopted in view that the Company does not fall within the definition of "Large Companies". A management level Risk Management Committee was established on 22 August 2011. Presently, Ms. Anstey Yong Lee Teen, ED, chairs the Risk Management Committee.

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.

<table>
<tr><td>Application</td><td>:</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice</td><td>:</td><td colspan="2">The internal audit function is independent of the operations of the Group and reports directly to the AC. The function is outsourced to an independent consulting firm, Finfield Corporate Services Sdn. Bhd. (“Finfield”) which is sufficiently resourced to provide the services that meet the Group’s required service level.

The service provider has provided reasonable assurance that the Group’s system of internal control and risk management is satisfactory and operating effectively.

The activities of the internal auditors during the financial period are set out in the AC Report in the Annual Report 2025.</td></tr>
<tr><td rowspan="2">Explanation for departure</td><td rowspan="2">:</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="4">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure</td><td>:</td><td colspan="2"></td></tr>
<tr><td>Timeframe</td><td>:</td><td></td><td></td></tr>
</table>

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

Practice 11.2
The board should disclose–
- whether internal audit personnel are free from any relationships or conflicts of interest, which could impair their objectivity and independence;
- the number of resources in the internal audit department;
- name and qualification of the person responsible for internal audit; and
- whether the internal audit function is carried out in accordance with a recognised framework.

Application	:	Applied
Explanation on application of the practice	:	The internal audit function is outsourced to an independent consulting firm, Finfield which is sufficiently resourced and is a member of the Institute of the Internal Auditors Malaysia ("**IIAM**") to provide the services that meet with the Group's required service level. The expenses incurred for internal audit amounted to RM15,380 for FY2025. Finfield and its personnel are not related to any of the Directors of the Group and have no conflict of interest with the Group. Mr. Tan Yen Yeow is the executive director of Finfield and is the lead internal auditor responsible for the internal audit of the Group. He is both a member of IIAM and Malaysian Institute of Accountants ("**MIA**"). The internal audit is carried out in accordance with the Internal Audit Plan as approved by the AC and all audit findings arising therefrom are reported directly to the AC. It is the responsibility of the internal auditors to provide the AC with independent and objective reports on the state of internal control and risk management of the various operating units within the Group and the extent of compliance of the units with the Group's established policies and procedures as well as relevant statutory requirements. The IA has conducted their work in accordance with broad principles of the International Professional Practice Framework of IIAM. The outcome of the audit reviews demonstrated the adequacy of the identified mitigations and evaluates the effectiveness and efficiency of the controls to mitigate the risks reviewed.
Explanation for departure	:	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure	:	

Timeframe :		

Intended Outcome

There is 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.

<table>
<tr><td>Application</td><td>:</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice</td><td>:</td><td colspan="2">The Group recognises the value of transparent, consistent and coherent communications with the investment community consistent with commercial confidentiality and regulatory considerations. The Group aims to build long-term relationships with shareholders and potential investors through appropriate channels for disclosure of information.

Annual reports, press releases, quarterly results and any announcements on material corporate exercises are the primary modes of disseminating information on the Group's business activities and financial performance.

Shareholders and investors are provided with sufficient business, operational and financial information on the Group to enable them to make informed investment decisions.

The CEO is the designated spokesperson for all matters related to the Group and dedicated personnel are tasked to prepare and verify material information for timely disclosure upon approval by the Board.

The Group maintains a website at www.wec.com.my for shareholders and the public to access information on, amongst others, the Group's background and products, financial performance and updates on its awards and recognitions and promotions. Stakeholders can at any time seek clarification or raise queries by email through the corporate website.</td></tr>
<tr><td rowspan="2">Explanation for departure</td><td rowspan="2">:</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="4">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure</td><td>:</td><td colspan="2"></td></tr>
<tr><td>Timeframe</td><td>:</td><td></td><td></td></tr>
</table>

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.

<table>
<tr><td>Application :</td><td colspan="2">Not applicable – Not a Large Company</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2"></td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2">This is Not Applicable to the Company in view that the Company does not fall within the definition of "Large Companies".</td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

Practice 13.1
Notice for an Annual General Meeting should be given to the shareholders at least 28 days prior to the meeting.

Application :	Applied	
Explanation on application of the practice :	The notice of 28th AGM held in 2025 was sent to the shareholders at least twenty-eight (28) days prior to the meeting date and published in a major local newspaper. Items of special business included in the notice of 28th AGM were accompanied by explanation of the proposed resolutions. All suggestions and comments put forth by shareholders will be noted by the Board for consideration. Likewise, the forthcoming 29th AGM will be conducted on 25 March 2026 and the Company shall provide the Notice of AGM to the shareholders at least 28 days prior to the AGM. Therefore, shareholders have sufficient time to review the Notice of AGM with the resolutions that are going to be discussed and voted upon during AGM and thus, allowing shareholders to make informed decisions including appointing of proxies to attend the AGM if necessary.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 13.2
All directors attend General Meetings. The Chair of the Audit, Nominating, Risk Management and other committees provide meaningful response to questions addressed to them.

Application	:	Applied	
Explanation on application of the practice	:	All Directors had attended the 28th AGM held on 25 March 2025. The representative of the Board also responded to the questions raised by shareholders/proxies.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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

Practice 13.3
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.

<table>
<tr><td>Application</td><td>:</td><td colspan="2">Departure</td></tr>
<tr><td>Explanation on application of the practice</td><td>:</td><td colspan="2"></td></tr>
<tr><td rowspan="2">Explanation for departure</td><td rowspan="2">:</td><td colspan="2">The 28th AGM was held physically at an accessible location without option for remote participation.

The shareholders who were unable to attend the AGM in person are encouraged to appoint the Chairman of the AGM to act as proxy to attend and vote at the AGM on their behalf by submitting the proxy form with pre-casted voting instructions.

The Company will consider leveraging on technology to facilitate remote shareholders' participation and e-voting should this become the norm in future.</td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="4">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure</td><td>:</td><td colspan="2"></td></tr>
<tr><td>Timeframe</td><td>:</td><td></td><td></td></tr>
</table>

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

Practice 13.4
The Chairman of the board should ensure that general meetings support meaningful engagement between the board, senior management and shareholders. The engagement should be interactive and include robust discussion on among others the company's financial and non-financial performance as well as the company's long-term strategies. Shareholders should also be provided with sufficient opportunity to pose questions during the general meeting and all the questions should receive a meaningful response.

Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to.		
Application :	Applied	
Explanation on application of the practice :	The Board regards its AGM as an opportunity to communicate directly with shareholders and endeavour to encourage shareholders to participate in these meetings. The Board had also taken the necessary steps to address the questions and concerns raised by shareholders during the general meeting. Furthermore, the Board also provided verbal responses to address the questions and concerns raised by Minority Shareholders Watch Group ("**MSWG**") during the 28th AGM. All Directors and senior management, Company Secretary and external auditors were present during 28th AGM to engage with shareholders to address any areas of interest or concern brought up by the shareholders.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 13.5
The board must ensure that the conduct of a virtual general meeting (fully virtual or hybrid) support meaningful engagement between the board, senior management and shareholders. This includes having in place the required infrastructure and tools to support among others, a smooth broadcast of the general meeting and interactive participation by shareholders. Questions posed by shareholders should be made visible to all meeting participants during the meeting itself.

Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to. Further, a listed issuer should also provide brief reasons on the choice of the meeting platform.		
Application :	Not applicable- only physical general meetings were conducted in the financial year	
Explanation on application of the practice :		
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 13.6
Minutes of the general meeting should be circulated to shareholders no later than 30 business days after the general meeting.

<table>
<tr><td colspan="3">Note: The publication of Key Matters Discussed is not a substitute for the circulation of minutes of general meeting.</td></tr>
<tr><td>Application :</td><td colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The Minutes of the 28th AGM held on 25 March 2025 were published on the Company’s website at www.wec.com.my within 30 business days after the conclusion of the 28th AGM.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
<tr><td colspan="3">Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</td></tr>
<tr><td>Measure :</td><td colspan="2"></td></tr>
<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

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

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