CORPORATE GOVERNANCE REPORT

STOCK CODE	**:**	4243
COMPANY NAME	**:**	W T K Holdings 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 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 :	1. Business strategy and performance • The Board of Directors ("Board") is primarily responsible for the Group's overall strategic plans for business performance, overseeing the proper conduct of business, succession planning, risk management, internal control, management information systems and communication with shareholders and stakeholders. The Board, apart from the Group Managing Director & Chief Executive Officer and Executive Directors, is not involved in the day-to-day management of the business. • The Board has delegated specific responsibilities to the following committees to assist the Board in overseeing the Company's affairs:- - Audit Committee - Board Risk Management Committee - Nomination Committee - Remuneration Committee (collectively known as "Board Committees") The duties and responsibilities of the Board Committees are set out in the Terms of Reference of each of the Committees as approved by the Board. The Board retains full responsibility for the direction and control of the Company and the Group. The Board reviews the functions and the Terms of References of each of the Board Committees from 2. Internal controls and risk management

	• The Board acknowledges its overall responsibility for maintaining a sound risk management and internal control system to safeguard shareholders' investment and the assets of the Group. The Board continually reviews the adequacy and effectiveness of the Group's risk management and internal control system, which has been embedded in all aspects of the Group's activities and its alignment with business objectives. • The risk management and internal control system of the Group covers financial, operational, organisational and compliance controls. In view of the inherent limitations in any system of internal control, the Board recognises that risk management and internal control system are designed to manage rather than to eliminate all the risks that may hinder the Group from achieving its business objectives. Accordingly, it should be noted that the risk management and internal control system can only provide reasonable but not absolute assurance against material misstatement or loss. 3. Effective communication with stakeholders • The Board is committed in providing effective and timely communication with its stakeholders. The Company has established a website at www.wtkholdings.com where shareholders, stakeholders and other investors can have access to the Company's latest annual report, quarterly interim financial reports, announcements and circulars to shareholders. Announcements on corporate developments are made on a timely basis to Bursa Malaysia Securities Berhad ("Bursa Securities") and these are made available to the public via Bursa Securities' website at www.bursamalaysia.com as well as on the Company's website.
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 colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The role of the Chairman of the Company is governed by the Board Charter, which is available on the Company's website at www.wtkholdings.com.

The Chairman has no executive functions and is responsible for the effective overall functioning of the Board. In fulfilling this role, the Chairman:

● is responsible to ensure that procedures and processes are in place to facilitate the effective conduct of business of the Board;

● is responsible for representing the Board to the shareholders; and

● ensures that the contents and order of agenda of meetings are appropriate and that members of the Board have the relevant papers in good time.

The Deputy Chairman shall deputise the Chairman in the absence of the Chairman or in any role as requested by the Chairman.</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
Every company is headed by a board, which assumes responsibility for the company's leadership and is collectively responsible for meeting the objectives and goals of the company.

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

Application	:	Applied	
Explanation on application of the practice	:	The positions of the Chairman and the Group Managing Director and Chief Executive Officer ("GMD & CEO") are held by two different individuals. The roles of Chairman and the GMD & CEO are distinct and separate to ensure there is a balance of power and authority. The role of Chairman and the GMD & CEO are outlined in the Board Charter. The Chairman is responsible for instilling good corporate governance practices, providing leadership and to ensure that procedures and processes are in place to facilitate effective conduct of business of the Board. The task of the GMD & CEO is to manage the business and operations of the Group and to implement the policies, decisions and strategies adopted by 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

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 Company has a moderate-sized Board comprising nine (9) directors (excluding the Alternate Director), including four (4) independent directors. The Board is supported by one (1) Alternate Director The Chairman of the Board, Tan Sri Datuk Seri Panglima Sulong Bin Matjeraie, does not assume the position of chairman of the committees except for the Nomination Committee. The Chairman of the committees are: (a) Audit Committee – Dr. Loh Leong Hua (b) Board Risk Management Committee – Ms. Law Ngi Ping (c) Remuneration Committee – Y.A.M. Tengku Sulaiman Shah Al-Haj Ibni Almarhum Sultan Salahuddin Abdul Aziz Shah Al-Haj
		The Chairman of the Board is conscious of his different roles in the Board and in the other committees. The Chairman of the committees had always encouraged open and constructive discussion amongst the members and all issues deliberated at the committee levels arrived at unanimously before being recommended to the Board for approval and this would have eliminated the risk of self-review.
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure	:	We believe that, given the diverse skills and competencies of the individual directors, especially Independent Directors, who are appointed to form a competent and strong Board, the Chairman's participation at the committee level should be determined by his ability to contribute and participate, as much as the need for objectivity. The Chairman of the Board and Nomination Committee, Tan Sri Datuk Seri Panglima Sulong Bin Matjeraie, is a member of the Audit Committee, Remuneration Committee and Board Risk Management

	Committee, and through his active participation and extensive board and corporate experience, the discussions and decisions made at these committees have greatly benefited from his input. We believe that the Board's objectivity in receiving or assessing committees' reports has not been diminished in any way.	
Timeframe :	Others	The Board will continuously review the need for applying this Practice and consider the appropriateness of compliance in the future.

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.

<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 is supported by a qualified Company Secretary who is qualified under Section 235(2) of the Companies Act 2016. The Company Secretary play a supporting and an advisory role to the Board. All Directors have full access to the advice and services of the Company Secretary to ensure effective functioning of the Board and Board Committees, adherence to Board policies and procedures at all time and compliance with relevant regulatory requirements, codes or guidance and legislations.

The Company Secretary is responsible for the administration of the Company's secretarial practices, particularly with regards to ensure compliance with the Company's Constitution, the Board policies and procedures and the statutory and regulatory requirements.

The Company Secretary is also the secretary for all Board Committees.</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
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<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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 :	Formal agenda and papers for scheduled Board meetings are circulated to all Directors in advance to enable them to have sufficient time to review and seek clarifications, if required. As a general rule, Board papers are circulated for Directors' review seven (7) days prior to any scheduled Board meeting via email. Minutes of a Directors' meeting would be distributed on a timely basis and thereafter for confirmation at next board meeting. The signed board minutes are entered in minutes books kept by the Company Secretary. All Board Committees meetings are conducted separately from Board meetings, with a reasonable period of interval given between these meetings, to ensure that each Board Committee is given time to deliberate and provide their recommendations in respect of matters presented and subsequently escalated 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
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 Company's Board Charter and Term of Reference outlines amongst others, the structure, responsibilities, rights and procedures of the Board and the Board Committees. The Board will periodically review the Board Charter and Term of Reference to ensure it remains consistent with the Board's objectives and responsibilities and all the relevant standards of corporate governance. The Board Charter and Term of Reference are available for reference on the Company's website at www.wtkholdings.com.	
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 Board has in place a Code of Conduct and Ethics that set out the standards of conducts and basic principles to guide the Board and employees in carrying out their duties and responsibilities to the highest standards of personal and corporate integrity. The Code of Conduct and Ethics also covering the area of conflict of interests where directors and officers of the Group must avoid any personal, financial or other interest which may be in conflict with the interests of the Group. In addition, the Directors of the Company will also continue to observe and adhere to the Directors' Code of Ethics which is embedded in the Board Charter. The Group has also adopted a culture of zero tolerance towards all forms of bribery and corruption and has developed an Anti-Bribery and Corruption Policy ("ABC Policy"). The ABC Policy sets out the Group's overall position on bribery and corruption and provides information and guidance to any Group employees, director, and business associates on standard of behaviour and responsibilities to be adhered. The ABC Policy is available on the Company's website at www.wtkholdings.com. The Code of Conduct and Ethics and ABC Policy will be reviewed periodically by the Board, to ensure it remains relevant and appropriate. The details of the Code of Conduct and Ethics and ABC Policy are available for reference at the Company's website at www.wtkholdings.com.
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 3.2

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

Application :	Applied	
Explanation on application of the practice :	The Board is committed to maintaining the highest possible standards of ethical and legal conduct within the Group. In line with this commitment and in order to enhance good governance and transparency, the Board has formalised the Whistleblowing Policy to provide an avenue for stakeholders of the Group to raise concerns related to possible breach of business conduct, malpractices as well as non-compliance with laws and regulatory requirements. The Whistleblowing Policy also provides the contact of the Senior Independent Director, being the Audit Committee Chairman of the Company, that is, via email address available at the Company's website, should any employees or stakeholders be in doubt of the Management's independence and objectivity on the concerns raised. Each allegation will be dealt with fairly and equitably. The whistleblowing policy is available for viewing at the Company's website at www.wtkholdings.com.	
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.

Application	:	Applied	
Explanation on application of the practice	:	The Board delegates its responsibility for the governance of sustainability including the setting of Company's sustainability strategies, priorities and targets to the Board Risk Management Committee ("BRMC"). The BRMC is supported by the Sustainability Working Committee. The Terms of Reference of the BRMC are available at the Company's website at www.wtkholdings.com. The BRMC had reviewed the sustainability risks and opportunities on a quarterly basis in the BRMC meeting.	
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 4.2
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 Company adopts an open, timely and proactive approach in engagement with external stakeholders through various platforms or channels as disclosed in the Sustainability Statement in the Annual Report of the Company and Company's website. Where internal stakeholders are concerned, the Company communicates its strategies, priorities and targets to its employees via meetings, internal memorandums, performance appraisals and policies and procedures.	
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.

<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 keeps itself apprised with sustainability developments by way of formal training, presentation of updates, structured reading and discussions. During the financial year under review, the Board members on their volition attended webinars covering a wide range of sustainability topics, including on the subject matter of climate change.

All Directors have also completed the Mandatory Accreditation Programme Part I on corporate governance and director’s roles, duties and liabilities, as required under the Main Market Listing Requirements of Bursa Malaysia. Details of the Board members’ training during the financial year are disclosed in the Corporate Governance Overview Statement in the Annual Report.

The seminars attended by the Board members on sustainability related issues during the financial year are as follows:
• Climate Governance Malaysia’s Global Summit 2025
• Climate Efficiency of Nuclear Energy
• The Road to Belem: Accelerating Climate Action in Sarawak</td></tr>
<tr><td rowspan="2">Explanation for departure :</td><td colspan="2"></td></tr>
<tr><td colspan="2"></td></tr>
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<tr><td>Timeframe :</td><td></td><td></td></tr>
</table>

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

Practice 4.4
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	:	The Board includes sustainability agenda in the performance of its duties. This also applies to the Management, where sustainability key performance indicators are included in their performance and remuneration. The Nomination Committee has reviewed the performance evaluations of the Board and its Management annually in addressing the Company's material sustainability risks and opportunities and concluded that the Board members have a good understanding on ESG and sustainability related risks and opportunities.	
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 :	Not Adopted
Explanation on adoption of the practice :	

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

Practice 5.1
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 Nomination Committee is responsible to assist the Board in the nomination and appointment of Directors and Committee members of the Company to achieve long-term sustainability of the Company in accordance with the Term of Reference of the Nomination Committee. The Nomination Committee reviews the performance of all directors including the independence (for independent directors) annually and those with satisfactory evaluation are recommended to the Board for re-election. The Nomination Committee opined that the performance of the Board as a whole and each individual director and key officers are consistently good and satisfactory. The Board was in a balance structure and comprises suitably qualified members with expertise in various fields, professional backgrounds, practical experiences and understanding on ESG or sustainability related issues. Based on the summary on assessment of independent directors, the Nomination Committee agreed that the independent directors are able to carry out their duties independently and contribute effectively to the Board and Board committees.	
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	:	As at 31 December 2025, the Board comprises nine (9) members (excluding the Alternate Director), comprising three (3) Executive and six (6) Non-Executive Directors, with four (4) out of total nine (9) being independent. The Board complies with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad that requires at least two (2) directors or one third (1/3) of the Board, whichever is higher, to be independent directors.	
		Although the Board depart from having more than 50% of its members comprising Independent Directors, the Board remains effective, with members possessing complementary skills, core competencies and experience that could effectively be contributed to the Group. All Independent Directors have maintained their independence from Management and are not involved in any relationships with the Group that could impair their objectivity or decision-making. The majority Non-Executive Directors provide a check and balance to the decisions of the Executive Directors and the interests of all shareholders and stakeholders are taken into account.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:	One (1) Executive Director will not be seeking re-election at the forthcoming Annual General Meeting and will retire upon its conclusion. This will reduce the Board size to eight (8) Directors, resulting in Independent Directors constituting 50% of the Board.	
Timeframe	:	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.

<table>
<tr><td>Application :</td><td colspan="2">Not applicable - Step Up 5.4 adopted</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"></td></tr>
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<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 5.4 - 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	:	Adopted
Explanation on adoption of the practice	:	The Company's Board Charter stipulates that the tenure of an Independent Non-Executive Director should not exceed a cumulative term of nine (9) years. Currently, all Independent Non-Executive Directors have served the Board for less than 9 years.

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 Nomination Committee is responsible for assessing and making recommendations on any new appointments to the Board and the Board Committees. In making recommendation on new appointments to the Board, the Nomination Committee will assess, amongst other criteria and with due regard to diversity, whether the potential candidate has the necessary skills, knowledge, expertise and experience, time commitment, competence, professionalism and integrity. The Nomination Committee also takes into consideration on whether the potential candidate will be a strategic and effective fit for the Board and contribute to the overall desired composition and required mix of expertise and experience on the Board. The appointment of senior management which is delegated to the Group Managing Director & CEO of the Company, are based on competencies, experience, integrity, skills set and other qualities.	
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 colspan="2">Applied</td></tr>
<tr><td>Explanation on application of the practice :</td><td colspan="2">The proposed appointment of new member to the Board will be deliberated by the Directors based on the recommendation of the Nomination Committee.

For the appointment of new Directors, the Nomination Committee considers shortlisted candidates based on their profiles, professional achievements and personality assessments. Appropriate candidates are sourced through recommendations as well as external search networks based on the needs of the Board. The Nomination Committee then interviews the shortlisted candidates to ensure that they are suitable and of sufficient calibre for recommendation to the Board for approval.

The Nomination Committee is open to utilise independent sources, such as recruitment agencies to identify suitably qualified candidates whenever there is an appointment of new director to the Board.</td></tr>
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</table>

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

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

Application	:	Applied	
Explanation on application of the practice	:	The details of the Directors' interest, position and experience are set out in the Directors' profile in the Annual Report 2025. The performance of the retiring directors is assessed by the Nomination Committee and Board before a recommendation is made to the shareholders for consideration. For Independent Non-Executive Directors, the Nomination Committee also assess their relationship with the Company and his/her involvement in any significant transaction with the Company that might influence, or reasonably be perceived to influence their capacity to bring an independent judgement and to act in the best interests of the Company. The independent directors provided confirmations that they fulfilled the criteria on independent directors as set out in the Main Market Listing Requirements of Bursa Malaysia Securities Berhad. Nomination Committee agreed that the independent directors are able to carry out their duties independently and contribute effectively to the Board and Board committees.	
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.

Application :	Applied	
Explanation on application of the practice :	The Nomination Committee is chaired by an Independent Director, Tan Sri Datuk Seri Panglima Sulong Bin Matjeraie. The members of the Nomination Committee are Non-Executive Directors with a majority of them being Independent Directors. The Terms of Reference which include the composition, authority, duties and responsibilities are available on the Company's website at www.wtkholdings.com.	
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 5.9
The board comprises at least 30% women directors.

Application	:	Applied	
Explanation on application of the practice	:	The Board complies with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad that requires at least one (1) director is a woman. The Company currently has three (3) female Directors and six (6) male Directors, which represents 33% women directors. This meets the recommendation under Practice 5.9 of the Malaysian Code on Corporate Governance, which advocates that at least 30% of the Board comprises women. The Board recognises the importance of gender diversity in enhancing decision-making through a broader range of perspectives, experiences and insights, and will continue to uphold an appropriate level of female representation.	
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 5.10
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	:	The Board acknowledges the importance of boardroom diversity and is supportive of the recommendation of Malaysian Code on Corporate Governance 2021 to the establishment of board gender diversity policy. At present, the Board does not intend to implement any gender diversity policy or set specific targets for female representation on the Board. Nevertheless, the Board has achieved the recommendation under Practice 5.9 of the Malaysian Code on Corporate Governance, whereby at least 30% of the Board comprises women.	
		The presence of Datin Sri Annie Wong Haw Bing, Ms. Law Ngi Ping and Madam Tan Yen Lin as Board members reflects the Board's commitment to diversity and recognise the valuable perspectives and contributions of female Directors.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:	Please explain the measure(s) the company has taken or intend to take to adopt the practice.	
Timeframe	:	Choose an item.	

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.	
Application :	Applied
Explanation on application of the practice :	The Board through the Nomination Committee, conducted the annual assessment for year 2025 on effectiveness of the Board, Board Committees, individual Directors and key officers. The annual review was carried out based on specific criteria, covering areas such as Board composition and structures, roles and responsibilities of the Board and its Committees, ESG and sustainability related matters, conflict of interests and qualities and contribution of individual Directors. From the result of the annual assessment for year 2025, the Board concluded that the performance of the Board, Board Committees, individual Directors and key officers had been good and had been effective in their overall discharge of functions and duties. The Board has also undertaken an annual assessment for year 2025 on the independence of its Independent Directors, which was led by the Nomination Committee. The criteria for assessing the independence of Independent Directors includes the relationship between the Independent Director and the Company and his/her involvement in any significant transaction with the Company. The Nomination Committee and the Board have determined that its Independent Directors are able to carry out their duties independently and contribute effectively to the Board. The Independent Directors have also fulfilled the criteria of “independent director” as set out in the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and provided written confirmations on their independence to the Nomination Committee. The above annual assessment for year 2025 was conducted internally, facilitated by the Company Secretary. The assessment was conducted using tailor-made questionnaires which employ a rating system and were administered by the Company Secretary.

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

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

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

Practice 7.1
The board has remuneration policies and procedures to determine the remuneration of directors and senior management, which takes into account the demands, complexities and performance of the company as well as skills and experience required. The remuneration policies and practices should appropriately reflect the different roles and responsibilities of non-executive directors, executive directors and senior management. The policies and procedures are periodically reviewed and made available on the company's website.

Application	:	Applied	
Explanation on application of the practice	:	The Company has established Directors' Remuneration Policies and Procedures and also, Senior Management's Remuneration Policies and Procedures, which are available at the Company's website at www.wtkholdings.com. Both the abovesaid policies and procedures are to be reviewed by the Board as and when required. The Group Managing Director & Chief Executive Officer is delegated to ensure that the remuneration packages for senior management are aligned with the Company's strategy and long-term objectives.	
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.

Application	:	Applied	
Explanation on application of the practice	:	The Remuneration Committee is responsible for reviewing and recommending to the Board the remuneration framework and package for Directors and senior management of the Group annually to attract and retain key personnel needed for the continual success of the Group. The Terms of Reference of the Remuneration Committee is available at the Company's website, www.wtkholdings.com. The remuneration of senior management was delegated to the Group Managing Director & Chief Executive Officer for his review and decision-making.	
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

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 detailed disclosure on named basis for the remuneration of individual directors which includes fees, salary, bonus, other remuneration and benefits in-kind in financial year ended 31 December 2025 are set out as follows:-

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	Tan Sri Datuk Seri Panglima Sulong Bin Matjeraie	Independent Director	132	8	-	-	-	-	140	132	8	-	-	-	-	140
2	Y.A.M. Tengku Sulaiman Shah Al-Haj Ibni Almarhum Sultan Salahuddin Abdul Aziz Shah Al-Haj	Non-Executive Non-Independent Director	96	6	-	-	-	-	102	96	6	-	-	-	-	102
3	Dato' Sri Patrick Wong Haw Yeong	Executive Director	-	7	439	110	-	67	623	-	67	2,604	559	-	292	3,522
4	Datin Sri Annie Wong Haw Bing	Non-Executive Non-Independent Director	32	7	112	-	-	14	165	68	7	112	-	-	14	201
5	Lim Hong Hin	Executive Director	-	8	180	45	-	6	239	24	8	708	89	-	14	843
6	Lai Soon Ong	Executive Director	-	1	158	236	-	48	443	-	1	158	236	-	48	443
7	Dr. Loh Leong Hua	Independent Director	108	7	-	-	-	-	115	108	7	-	-	-	-	115
8	Law Ngi Ping	Independent Director	108	8	-	-	-	-	116	108	8	-	-	-	-	116
9	Tan Yen Lin	Independent Director	36	1	-	-	-	-	37	36	1	-	-	-	-	37
10	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
11	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
12	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

13	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
14	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
15	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

Intended Outcome

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

Practice 8.2

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

Application	:	Departure	
Explanation on application of the practice	:		
Explanation for departure	:	The Company departs from the Practice and the aggregate remuneration of the top five (5) senior management personnel is currently disclosed in the Annual Report for the financial year 2025.	
		The Board believes that it is not in the best interest of the Company and of the top five (5) senior management, to disclose on named basis the top five (5) senior management's remuneration components. The reasons for not disclosing on a named basis the top five (5) senior management's remuneration components are as follows: - (a) to minimise the confusion or doubt in regards to application of fairness in the level of compensation provided to the top five senior management; (b) given the competitive human resource environment in the Company's business activities, disclosure of specific remuneration information of the top five senior management may impede the Company's ability to effectively compete for talent; and (c) it is the best management practice to keep remuneration of all employees private and confidential.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:	Please explain the measure(s) the company has taken or intend to take to adopt the practice.	
Timeframe	:	Choose an item.	

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

Intended Outcome

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

Practice 8.3 - Step Up

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

Application	:	Not Adopted
Explanation on adoption of the practice	:	

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

Intended Outcome
There is an effective and independent Audit Committee.

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

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

Application :	Applied	
Explanation on application of the practice :	The Audit Committee is chaired by Dr. Loh Leong Hua who is not the Chairman of the Board. The Audit Committee comprises entirely of Independent Non-Executive Directors. The Terms of Reference of the Audit Committee is published on the Company's website at www.wtkholdings.com.	
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 current members of the Audit Committee are former audit partners of the external auditors of the Company. The Audit Committee has a policy that requires a former audit partner to observe a cooling-off period of at least three years before being appointed as a member of the Audit Committee. This policy is included in the Terms of Reference of the Audit Committee.	
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 Audit Committee annually reviews the performance, suitability and independency of the external auditors and recommends to the Board on their re-appointment. During the financial year 2025, the Audit Committee met with the external auditors, Deloitte Malaysia PLT (formerly known as Deloitte PLT) ("Deloitte") twice in the absence of the Management. The Audit Committee has also monitored and reviewed the performance and independence of Deloitte including the information presented in their Annual Transparency Report and is satisfied that the external auditor has been independent throughout the conduct of the audit process and the audit services rendered have met the quality expected by the Audit Committee. For the audit of the financial year ended 31 December 2025, the Audit Committee was further assured by Deloitte by way of verbal and written assurance confirming that they are, and have been, independent throughout the conduct of the audit engagement in accordance with the terms of all relevant professional and 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
There is an effective and independent Audit Committee.

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

Practice 9.4 - Step Up
The Audit Committee should comprise solely of Independent Directors.

Application	:	Adopted
Explanation on adoption of the practice	:	All the members of the Audit Committee are 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.

Application	:	Applied	
Explanation on application of the practice	:	Collectively, the Audit Committee possesses a wide range of necessary skills to discharge its duties and is able to understand matters under the purview of the Audit Committee including financial reporting. The members of the Audit Committee have undertaken continuous professional development to keep themselves abreast of relevant developments in accounting and auditing standards, practices and rules. The detail listings of the training by the Audit Committee members are disclosed in the Annual 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
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 Group has adopted a risk management framework that sets out the risk management governance, guidelines, processes and control responsibilities with the objective of maintaining a sound internal control system. It seeks to ensure that the Group has established the appropriate risk management infrastructure encompassing the risk identification, risk assessment, risk control and mitigation, and risk reporting and monitoring. The Group has also in place a system of internal control which encompasses all types of control including those of a financial, operational, environmental and compliance nature. The Board has established an Internal Audit Function ("IAF"), to provide independent assurance on the adequacy and effectiveness of the Group's system of internal controls and the function is centralised at the Group level. The IAF adopts a risk-based approach and prepares its audit strategy and plan based on the risk profiles of the major business units of the Group and in accordance with the annual internal audit plan approved by the AC. The internal auditor independently reviews the system of internal controls implemented by the management. The internal auditor provides an assessment of the adequacy and integrity of the Group's system of internal control and provides recommendations, if any, for the improvement of the control policies and procedures. Details of the Group's overview on the state of risk management framework and internal control systems are set out in the Statement on Risk Management and Internal Control of the Company's Annual 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
Companies make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

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

Practice 10.2
The board should disclose the features of its risk management and internal control framework, and the adequacy and effectiveness of this framework.

Application	:	Applied	
Explanation on application of the practice	:	The features of the Group's risk management and internal control framework are set out in the Statement on Risk Management and Internal Control of the Company's Annual Report. The adequacy and effectiveness of the Group's risk management and internal control framework are elaborated in the Statement on Risk Management and Internal Control of the Company's Annual Report which are reviewed by Deloitte.	
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 10.3 - Step Up

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

Application	:	Adopted
Explanation on adoption of the practice	:	The Board Risk Management Committee comprises entirely of Independent Non-Executive Directors.

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

Practice 11.1
The Audit Committee should ensure that the internal audit function is effective and able to function independently.

Application	:	Applied	
Explanation on application of the practice	:	The IAF is considered an integral part of the assurance framework and its primary function is to provide independent assessment and objective assurance on the adequacy and effectiveness of the risk, control and governance framework of the Group. The IAF was performed by the in-house Internal Audit Department ("IAD") The internal auditors undertake regular and systematic reviews on system of internal control and governance processes to ensure reasonable assurance that such system operates satisfactorily and effectively within the respective subsidiaries across the Group. The details of the activities carried out by the IAD are disclosed in the Audit Committee Report of the Company's Annual Report. The Head of Internal Audit is invited to attend the Audit Committee meetings to facilitate the deliberation of audit reports.	
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 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 personnel are free from any relationships (including any family relationships with any Directors and/or major shareholders of the Group) or conflicts of interest, which could impair their objectivity and independence. At present, there is a total of twelve (12) internal auditors with a Head of Internal Auditor. Currently, the Head of Internal Auditor, Mr. Joshua Wong Ing Yung is an Associate Member of the Institute of Internal Auditors and he also holds a Bachelor in Business (Accounting) from Swinburne University of Sarawak. He maintained the certification by the Institute of Certified Sustainability Practitioners ("ICSP") as Certified Sustainability Reporting Specialist ("CSRS") in year 2025. The internal audit function is carried out in accordance with the International Professional Practices Framework, promulgated by the Institute of Internal Auditors. The internal audit function is also governed by the Group's Internal Audit Charter.
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.

Application	:	Applied
Explanation on application of the practice	:	The Group uses a number of formal channels for effective dissemination of information to the public, namely, the quarterly announcement on financial results and other announcement to Bursa Malaysia Securities Berhad, annual reports and circular to shareholders and general meetings of shareholders. The Company also maintains a website at www.wtkholdings.com where the stakeholders can have access to the Company's corporate information and announcements made by the Company. The Annual General Meeting ("AGM") serves as the principal forum for dialogue and interaction between the Company and its shareholders. The Company conducted its AGM physically in year 2025, enabling shareholders to participate and engage directly with the Board. Shareholders are encouraged to raise questions pertaining to issues in the Annual Report, Audited Financial Statements, Corporate Developments of the Group, the proposed resolutions and the Group's business and operations in general at every AGM and Extraordinary General Meeting of the Company. Questions raised by shareholders will be attended by the Directors during the meeting. When appropriate, responses may also be provided via email after the meeting. An overview of the Group's business and performance results over the last financial year was presented by Chief Financial Officer during the AGM. The External Auditors are present to provide professional and independent clarification on issues and concerns raised by the shareholders in connection with the audited financials. The summary of discussions was posted on the Company's website after the conclusion of the AGM.
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 12.2
Large companies are encouraged to adopt integrated reporting based on a globally recognised framework.

Application :	Departure	
Explanation on application of the practice :		
Explanation for departure :	The Company is not classified as a "Large Company" under the purview of Malaysian Code on Corporate Governance since its market capitalisation is less than RM2 billion. The Board acknowledges that the integrated reporting will improve the quality of information available to investors and promotes greater transparency and accountability on the part of the Company.	
	The Annual Report of the Company which includes a Management Discussion and Analysis Statement as well as other comprehensive financial and non-financial information disclosures, should be able to promote the desired level of transparency and accountability to all our stakeholders. The Board may consider adopting integrated reporting based on a globally recognised framework, if deemed necessary.	
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :	Please explain the measure(s) the company has taken or intend to take to adopt the practice.	
Timeframe :	Choose an item.	

Intended Outcome

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

Practice 13.1

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

Application :	Applied
Explanation on application of the practice :	The Company despatched its notice of AGM to shareholders at least 28 days before the AGM, in line with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad. The notice period given exceeds the minimum 21-day requirements under the Companies Act 2016, thereby allowing shareholders sufficient time to make necessary arrangement to attend and participate at the meeting. The notice for the AGM on 18 June 2025 was issued on 25 April 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
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 have always committed to attend all general meetings. These meetings are scheduled and approved by the Board. Once meeting dates have been fixed, Directors would commit themselves to attend the meetings as scheduled, save for unforeseeable circumstances that are beyond their control. The respective Chair of each committee are prepared to address any issues that the shareholders may raise within the scope of responsibilities of the Committees that they lead.	
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.

Application	:	Applied	
Explanation on application of the practice	:	The Company's AGM in 2025 was conducted physically in Sibu, a major city in Sarawak, allowing shareholders to attend in person and engage directly with the Board and senior management. Shareholders were given opportunity to raise questions on matters relating to the Annual Report, Audited Financial Statements, Corporate Developments of the Group, the proposed resolutions and the Group's business and operations in general. Shareholders who were unable to attend the meeting in person were allowed to appoint proxy to vote on their behalf, ensuring that all shareholders could exercise their voting rights. The physical AGM provides the transparency and effective engagement, in line with the intended outcome of Practice 13.3.	
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 13.4

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 53rd AGM of the Company was conducted physically on 18 June 2025. Shareholders were given the opportunity to raise questions on matters relating to the Annual Report, Audited Financial Statements, Corporate Developments of the Group, the proposed resolutions and the Group's business and operations in general. All questions raised by the attendees during the AGM were attended by the Directors. Shareholders who were unable to attend the AGM in person were allowed to appoint proxies to vote on their behalf, ensuring that all shareholders could exercise their voting rights.	
Explanation for departure :		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.		
Measure :		
Timeframe :		

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

Practice 13.5
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.

<table>
<tr><td colspan="3">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.</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 Company conducted its AGM physically in Sibu, Sarawak. Shareholders were given a 28-day notice to attend the meeting in person, engage with the Board and senior management.

Shareholders able to raise questions relating to Annual Report, Audited Financial Statements, Corporate Developments of the Group, proposed resolutions, and the Group's business and operations in general. Questions raised during the meetings were addressed by the Directors.

Shareholders who were unable to attend in person were allowed to appoint proxies to vote on their behalf, ensuring that all shareholders could exercise their voting rights effectively. Procedures for attending, posing questions, and voting via proxy were provided in the Administrative Guide together with the Notice of Meeting. The Board of Directors will endeavour to response to the relevant questions received at the general meeting.</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

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.

Note: The publication of Key Matters Discussed is not a substitute for the circulation of minutes of general meeting.			
Application	:	Applied	
Explanation on application of the practice	:	The minutes of the 53rd AGM was published on the Company's website within 30 business days from the date of the meeting.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

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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