

# CORPORATE GOVERNANCE REPORT

**STOCK CODE** : 0363  
**COMPANY NAME** : PMCK Berhad  
**FINANCIAL YEAR** : April 30, 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.

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board of Directors ("the Board") of PMCK Berhad ("PMCK" or "the Company") assumes full responsibility for the overall performance, governance, growth and direction of the Company and its subsidiaries (collectively known as "the Group"). The Board is responsible for directing and supervising the management of the Group's business and affairs in the best interests of the Company and its shareholders, with the aim of achieving the following objectives and goals:</p> <p><b>Vision</b> To provide affordable quality healthcare with passion for the people.</p> <p><b>Mission</b> PMCK is committed to deliver affordable quality healthcare comprehensively and consistently through continuous human development, methodology updates and technological upgrades.</p> <p><b>Values</b> P – Professionalism M – Meticulous C – Caring K – Kindness</p> <p>To enhance the Board's efficiency and effectiveness, the Board has delegated certain responsibilities and authorities to three (3) Board Committees, namely Audit and Risk Management Committee ("ARMC"), Nominating Committee ("NC") and Remuneration Committee ("RC").</p>

	The roles and responsibilities of the Board are outlined in the Board Charter, while the roles and responsibilities of each Board Committee are clearly stated in their respective Terms of Reference ("TOR"). Both the Board Charter and the TOR of the respective Board Committees are available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a> .	
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 1.2

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

<b>Application</b> :	Applied
<b>Explanation on application of the practice</b> :	<p>The Board is led by Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff, an Independent Non-Executive Chairperson. As the Board Chairperson, she is accountable to provide leadership to the Board, instil good corporate governance practices and promote the Board's overall effectiveness.</p> <p>As outlined in Item 3.2 of the Board Charter, the Chairperson is entrusted with the following responsibilities: -</p> <ul style="list-style-type: none"><li>a. Providing leadership to the Board so that the Board can perform its responsibilities effectively;</li><li>b. Leading the Board in discussion of recommendations of the Board Committees, and the subsequent adoption and implementation of good corporate governance practices in the Company;</li><li>c. Setting the Board agenda and ensuring that Board members receive complete and accurate information in a timely manner;</li><li>d. Leading Board meetings and discussions;</li><li>e. Encouraging active participation and allowing dissenting views to be freely expressed;</li><li>f. Ensuring that decisions are made on a sound and well-informed basis;</li><li>g. Managing the interface between the Board and the Management;</li><li>h. Managing communication between the Board and stakeholders; and</li><li>i. Ensuring appropriate steps are taken to provide effective communication with stakeholders and that their views are communicated to the Board as a whole.</li></ul> <p>The roles and responsibilities of the Board Chairperson are outlined in the Board Charter, which is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p>
<b>Explanation for departure</b> :	
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<b>Measure</b> :		
<b>Timeframe</b> :		

### Intended Outcome

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

### Practice 1.3

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

Application	:	Applied								
Explanation on application of the practice	:	<p>In PMCK, the positions of the Chairperson, Deputy Executive Chairman and Managing Director are held by different individuals as follows: -</p> <table><tr><th>Designation</th><th>Director</th></tr><tr><td>Independent Non-Executive Chairperson</td><td>Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff</td></tr><tr><td>Deputy Executive Chairman</td><td>Dato’ Dr. Lim Kim Huat</td></tr><tr><td>Managing Director</td><td>Dato’ Lee Gaik Cheng</td></tr></table> <p>The roles and responsibilities among the three (3) individuals are clearly defined and separated to ensure a balance of authority and accountability, preventing any single individual from having unfettered decision-making control. This structured approach promotes transparency, accountability and effective governance across the Group.</p> <p>The Independent Non-Executive Chairperson is responsible for providing leadership to the Board, ensuring its effectiveness and promoting sound corporate governance practices. The Chairperson also facilitates the engagement between the Board, the Management and stakeholders.</p> <p>The Deputy Executive Chairman is responsible for overseeing the overall management of the Group’s medical practices, providing strategic leadership and direction.</p> <p>The Managing Director is responsible for the overall management of the Group’s operations, strategic planning, business direction and performance. This includes implementing strategies approved by the Board, upholding ethical standards and compliance as well as serving as the conduit between the Board and the Management team.</p> <p>The roles and responsibilities of Independent Non-Executive Chairperson, Deputy Executive Chairman and Managing Director are set out in the Board Charter, which is available on the Company’s website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p>	Designation	Director	Independent Non-Executive Chairperson	Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff	Deputy Executive Chairman	Dato’ Dr. Lim Kim Huat	Managing Director	Dato’ Lee Gaik Cheng
Designation	Director									
Independent Non-Executive Chairperson	Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff									
Deputy Executive Chairman	Dato’ Dr. Lim Kim Huat									
Managing Director	Dato’ Lee Gaik Cheng									

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

### Intended Outcome

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

### Practice 1.4

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

<i>Note: If the board Chairman is not a member of any of these specified committees, but the board allows the Chairman to participate in any or all of these committees' meetings, by way of invitation, then the status of this practice should be a 'Departure'.</i>		
<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board Chairperson, Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff, is not a member of the ARMC, NC and RC, nor does she participate in any of these Board Committees' meetings. This shall ensure that the Board Chairperson is free from the risk of self-review, which could compromise her impartiality.</p> <p>Furthermore, this approach also enables the Board Chairperson to maintain a neutral stance when evaluating the observations, recommendations and reports presented by the Board Committees during Board meetings. As a result, this shall enhance the integrity of the Board's decision-making process, thereby allowing the Board Chairperson to provide objective leadership while upholding the principles of good corporate governance.</p>
<b>Explanation for departure</b>	:	
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<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	
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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 1.5

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>During financial year ended 30 April 2025 ("FYE 2025"), The Board was supported by two (2) suitably qualified and competent Company Secretaries, namely Ms. Yeow Sze Min and Ms. Poh Ming Yi. Both individuals are qualified to act as the company secretaries under Section 235(2)(a) of the Companies Act 2016 and possess the necessary expertise to discharge their responsibilities effectively.</p> <p>Ms. Yeow Sze Min is a Fellow Member of the Malaysian Institute of Chartered Secretaries and Administrators ("MAICSA"), while Ms. Poh Ming Yi holds a practising license issued by the Companies Commission of Malaysia ("SSM").</p> <p>The primary role of the Company Secretaries is to provide the Board with independent advice and guidance, as and when required, to support the effective functioning of the Board and ensure compliance with all applicable regulatory requirements.</p> <p>The responsibilities of the Company Secretaries include, but are not limited to, the following: -</p> <ul style="list-style-type: none"><li>a. Attend and record minutes of all Board and committee meetings and facilitate Board communications;</li><li>b. Advise the Board on its roles and responsibilities;</li><li>c. Advise the Board on corporate disclosures and compliance with Company and securities regulations and Listing Requirements;</li><li>d. Manage processes pertaining to the annual shareholder meeting;</li><li>e. Monitor corporate governance developments and assist the Board in applying corporate governance practices to meet the Board's needs and stakeholders' expectations; and</li><li>f. Carry out other functions as deemed appropriate by the Board from time to time.</li></ul> <p>The roles and responsibilities of the Company Secretaries are clearly defined in the Board Charter, which is accessible on the Company's website at <a href="https://investor.pmck.com.my/company_information.html">https://investor.pmck.com.my/company_information.html</a>.</p>

	Throughout FYE 2025, the Company Secretaries remained up to date with relevant regulatory and corporate governance developments by attending various training programs and professional development initiatives. The Board was satisfied with the performance, quality of support and advisory services provided by the Company Secretaries in facilitating the effective discharge of the Board's duties.			
<b>Explanation for departure</b>	:			
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>				
<b>Measure</b>	:			
<b>Timeframe</b>	:	<table border="1"> <tr> <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.

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>All Board and Board Committees meetings are scheduled in advance, allowing all Directors to reserve their dates and make necessary arrangements to attend the scheduled meetings.</p> <p>To facilitate the effective conduct of meeting, the relevant notices of meetings, meeting agenda and meeting materials are circulated to Directors at least seven (7) working days prior to the scheduled meeting, in accordance to the Board Charter of the Company. This shall ensure that all Directors have sufficient time to review meeting materials and, where necessary, seek additional clarification or information from the Management to facilitate their decision-making during the meeting.</p> <p>To uphold objectivity and independence, all Board and Board Committee meetings are conducted separately. All the directors are also given unrestricted access to the Group's information, including records, properties and employees, to enable effective and informed decisions. In addition, the Board may at its discretion, invite Key Senior Management or external parties to Board meetings when necessary to facilitate discussions and ensure the effective discharge of responsibilities.</p> <p>All discussions, deliberations and decisions made during the Board and Board Committee meetings are documented by the Company Secretaries. The meeting minutes are then circulated to the Board in a timely manner for their review and subsequently, for confirmation at the following meeting. The duly confirmed and endorsed meeting minutes are then properly kept at their registered office.</p>
<b>Explanation for departure</b>	:	
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<b>Measure</b>	:	

<b>Timeframe</b>	:		
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**Intended Outcome**

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

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

**Practice 2.1**

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board has established a Board Charter that serves as a formal guide to the Directors and Management in discharging their respective duties and responsibilities effectively.</p> <p>The Board Charter outlines the following areas: -</p> <ol style="list-style-type: none"> <li>a. Duties and responsibilities of the Board, including Chairperson, Executive Directors, Independent Directors and Managing Director;</li> <li>b. Size, composition and nomination of the Board;</li> <li>c. Roles and responsibilities of Company Secretary;</li> <li>d. Board operations and procedures, covering: <ul style="list-style-type: none"> <li>- Strategic functions</li> <li>- Governance and matters reserved for the Board</li> <li>- Risk management, compliance and internal controls</li> <li>- Financial</li> <li>- Human resource</li> <li>- Relationship between the Board and the Management</li> <li>- Investor and Stakeholder Liaison</li> <li>- Board Committees</li> <li>- Meetings</li> <li>- Access of information and resources</li> <li>- Continued education program and training</li> <li>- Remuneration</li> <li>- Performance evaluation;</li> </ul> </li> <li>e. Indemnity and insurance;</li> <li>f. Publication of the Board Charter;</li> <li>g. Review of the Board Charter; and</li> <li>h. Disclosure of Conflict of Interest.</li> </ol> <p>The Board Charter will be reviewed periodically and updated by the Board as needed to ensure they remain consistent with the Board's objectives, current regulation requirements and governance best practice.</p>

	The Board Charter is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a> .	
<b>Explanation for departure</b>		
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<b>Measure</b>		
<b>Timeframe</b>		

**Intended Outcome**

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

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

**Practice 3.1**

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>To uphold the highest standards of ethics and governance in business conduct, the Board has established a Code of Conduct and Ethics ("the Code"). The Code is designed to guide employees, contractors and stakeholders in making ethical decisions and maintaining professional conduct that reflects the organisation's values.</p> <p>The Code sets out the following policies and procedures for the following key areas: -</p> <ul style="list-style-type: none"> <li>a. Responsibilities regarding the Code;</li> <li>b. Business conduct;</li> <li>c. Employee conduct;</li> <li>d. General conduct;</li> <li>e. Conflict of interests;</li> <li>f. The Code for Directors; and</li> <li>g. Breach of the Code and employment rules and regulations.</li> </ul> <p>The Code is subject to periodic review and will be amended as necessary to ensure their continued relevance and alignment with the latest regulatory changes and business developments.</p> <p>The Code is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p>
<b>Explanation for departure</b>	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		

<b>Measure</b>	:		
<b>Timeframe</b>	:		



**Intended Outcome**

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

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

**Practice 3.2**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board has established a Whistleblowing Policy that provides a structured and confidential avenue for whistleblowers to report any suspected or confirmed improper behaviour or misconduct safely and securely.</p> <p>Under Whistleblowing Policy, whistleblowers may report any matter regarding the Group to the Independent Director cum Chairman of the ARMC at <a href="mailto:whistleblower@pmck.com.my">whistleblower@pmck.com.my</a>.</p> <p>Upon receiving a report involving employee misconduct, the ARMC shall initiate an internal investigation and may further request external professionals to conduct a comprehensive investigation, if necessary.</p> <p>All investigations will be conducted confidentially, fairly and impartially, in accordance with established procedures. Whistleblowers are expected to provide full cooperation throughout the process.</p> <p>In line with the Whistleblower Protection Act 2010, all whistleblowers who report in good faith will be protected from reprisal, threats, harassment or victimisation. The identity of the whistleblower will be kept strictly confidential.</p> <p>The Whistleblowing Policy will be reviewed and updated as needed to ensure proper implementation. It was last reviewed and approved by the Board on 4 August 2025.</p> <p>The Whistleblowing Policy is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p> <p>During FYE 2025, the Group did not receive any whistleblower reports concerning breaches of the Company's policies or applicable laws.</p>
<b>Explanation for departure</b>	:	

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

<b>Measure</b> :		
<b>Timeframe</b> :		

### Intended Outcome

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

### Practice 4.1

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

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board holds ultimate responsibility for the sustainability management within the Group. As outlined in the Board Charter, the Board's key responsibilities in relation to sustainability include: -</p> <ul style="list-style-type: none"><li>a. To set, review and adopt strategic plans, business plans, risk management, values and standards for the Group, and to ensure that the Group's strategic plan supports long-term value creation, focusing economic, environmental and social ("EES") considerations; and</li><li>b. To ensure that the Group's sustainability strategies, priorities, targets as well as performance against the targets are communicated to shareholders and relevant stakeholders.</li></ul> <p>The Board is supported by the ARMC in carrying out the following sustainability-related responsibilities, in accordance with the ARMC's TOR: -</p> <ul style="list-style-type: none"><li>a. To review the implementation of the Group's sustainability-related strategies and initiatives;</li><li>b. To monitor the establishment and maintenance of process, including controls, policies and procedures, for the systematic identification, assessment, prioritisation, management, monitoring and reporting of the Group's material economic, environmental, and social risks and opportunities; and</li><li>c. To assist the Board pertaining to disclosures in the Sustainability Statement for inclusion in the Company's Annual Report.</li></ul> <p>To discharge its responsibilities effectively, the ARMC is assisted by Sustainability Working Committee ("SWC"), which oversees the day-to-day management of the Group's sustainability initiatives. This includes implementing strategies, establishing key performance indicators, and reviewing and updating sustainability goals to ensure continuous</p>

	<p>improvement. The SWC also reports material sustainability matters and progress to the ARMC on a periodic basis.</p> <p>Details of the Group's sustainability strategies, initiatives and performance are disclosed in the Sustainability Statement within the Company's Annual Report 2025.</p>			
<b>Explanation for departure</b>	:			
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>				
<b>Measure</b>	:			
<b>Timeframe</b>	:	<table border="1"> <tr> <td></td><td></td></tr> </table>		

**Intended Outcome**

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

**Practice 4.2**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>The Board recognises that regular engagement with both internal and external stakeholders is essential to shape the Group's sustainability strategies, priorities and targets. Through these interactions, the Board is able to gain valuable insights into the diverse needs and expectations from various stakeholders, thereby allowing the Board to align the Group's strategies and objectives with stakeholders' expectations.</p> <p>Further details of the Group's stakeholder engagements, material matters assessment, sustainability strategies, targets and performance are disclosed in the Sustainability Statement of the Company's Annual Report 2025. This approach underscores the Group's commitment to transparency and accountability in its sustainability efforts.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 4.3**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>Recognising the increasing importance of sustainability and climate-related matters in today's dynamic business environment, the Board remains committed to continuously enhancing its knowledge and awareness of sustainability issues and key industry developments.</p> <p>The NC supports this by identifying and recommending appropriate training programmes aligned with current sustainability trends. During FYE 2025, some of the Directors attended sustainability-related trainings such as Mandatory Accreditation Programme (MAP) Part II – Leading for Impact (LIP) and MAICSA Annual Conference 24: Sustainability Today for Tomorrow. However, the Board as a whole attended various training programmes to enhance their knowledge and awareness of emerging sustainability issues, governance practices, and regulatory developments.</p> <p>Details of the Directors' training programmes are disclosed in the Corporate Governance Overview Statement in the Company's Annual Report 2025.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 4.4**

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

<b>Application</b>	:	Departure	
<b>Explanation on application of the practice</b>	:		
<b>Explanation for departure</b>	:	<p>In view of the Company’s recent listing on 9 July 2025, a comprehensive evaluation form that includes the performance of the Board and Key Senior Management in addressing the Company’s material sustainability risks and opportunities was not adopted during FYE 2025.</p> <p>Subsequent to the listing of the Company, the NC had conducted a NC meeting on 4 August 2025, and had collectively review the overall performance of the Board and Board Committees. However, the evaluation did not encompass criteria relating to the Board’s and Key Senior Management’s performance in addressing the Company’s material sustainability risks and opportunities.</p> <p>As part of the Company’s sustainability initiatives, the Board, through the NC, will include sustainability consideration into the performance evaluation of the Board during financial year ending 30 April 2026 (“FYE 2026”).</p>	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 4.5- Step Up**

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

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

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



**Intended Outcome**

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

**Practice 5.1**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>In accordance with its TOR, the NC is responsible for recommending new appointments to the Board and Board Committees, ensuring that their composition aligns with the needs of the Company. The NC also undertakes ongoing assessments of the performance of the Board, Board Committees, and individual Directors to ensure continued effectiveness and board diversity.</p> <p>To maintain a balanced and effective Board, the NC is tasked to review the tenure of each Director to ensure that the Board composition is refreshed periodically and remains effective and efficient in driving the Group's long-term growth. As stipulated in the Company's Constitution, one-third (1/3) of the Directors shall retire at each Annual General Meeting ("AGM"), with every Director required to retire at least once every three (3) years. Retiring Directors are eligible to offer themselves for re-election.</p> <p>In accordance with the Company's Constitution, the NC conducted a review of the tenure, performance, and contributions of all Directors and, on 4 August 2025, assessed those due for retirement at the Twenty-Fourth (24<sup>th</sup>) AGM. Based on its evaluation, the NC recommended to the Board for the re-election of the following Directors who are due for retirement at the forthcoming Twenty-Fourth (24<sup>th</sup>) AGM: -</p> <ul style="list-style-type: none"> <li>a. Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff; and</li> <li>b. Dato' Dr. Lim Kim Huat.</li> </ul> <p>Upon the recommendation of the NC, the Board has approved the proposal of their re-election at the forthcoming AGM.</p>
<b>Explanation for departure</b>	:	

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

**Intended Outcome**

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

**Practice 5.2**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>As at 30 April 2025, the Board consists of six (6) members (excluding Alternate Director), including four (4) Independent Non-Executive Directors, one (1) of whom is the Independent Non-Executive Chairperson, as follows: -</p> <ul style="list-style-type: none"> <li>a. Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff;</li> <li>b. Mr. Koay Kah Ee;</li> <li>c. Mr. Chan Chee Woei; and</li> <li>d. Ms. Yeong Siew Lee.</li> </ul> <p>As a result, the Board comprises at least half Independent Directors, supporting an objective and independent decision-making process in the boardroom. This shall safeguard the interests of shareholders and other stakeholders while ensure that high standards of conduct and integrity are upheld.</p> <p>As guided by the TOR, the NC is responsible to conduct annual assessment of the Independent Directors in terms of their independence, ability to discharge their responsibilities or functions and their capacity to exercise independent judgment and act in the best interests of the Group.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 5.3

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

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

<b>Application</b>	:	Applied															
<b>Explanation on application of the practice</b>	:	<p>As at 30 April 2025, none of the Independent Non-Executive Directors has served the Company for more than nine (9) years. In view of the Company's recent listing on 9 July 2025, all Independent Non-Executive Directors have been serving in their roles for less than a year, as below:</p> <p>-</p> <table><tr><th>Directors</th><th>Appointment Date</th><th>&lt; 1 Year</th></tr><tr><td>Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff</td><td>16/9/2024</td><td>✓</td></tr><tr><td>Koay Kah Ee</td><td>16/9/2024</td><td>✓</td></tr><tr><td>Chan Chee Woei</td><td>16/9/2024</td><td>✓</td></tr><tr><td>Yeong Siew Lee</td><td>16/9/2024</td><td>✓</td></tr></table> <p>According to the Board Charter, the tenure of an Independent Director shall not exceed a cumulative term limit of nine (9) years. Upon reaching the nine (9) year limit, an Independent Director may continue to serve on the Board only if redesignated as a Non-Independent Director, subject to the Board's approval.</p> <p>Should the Board wishes to retain an Independent Director, who served in that capacity for more than nine (9) years, the Board must provide justification and obtain shareholders' approval through a two-tier voting process at the AGM. Prior to this, NC is responsible for evaluating and recommending to the Board on the continuance of the Independent Non-Executive Director who has served on the Board beyond the tenure limit.</p> <p>The maximum cumulative tenure of an Independent Director is limited to twelve (12) years from the date of first appointment as an Independent Director of the Company or any of its related corporation.</p>	Directors	Appointment Date	< 1 Year	Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff	16/9/2024	✓	Koay Kah Ee	16/9/2024	✓	Chan Chee Woei	16/9/2024	✓	Yeong Siew Lee	16/9/2024	✓
Directors	Appointment Date	< 1 Year															
Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff	16/9/2024	✓															
Koay Kah Ee	16/9/2024	✓															
Chan Chee Woei	16/9/2024	✓															
Yeong Siew Lee	16/9/2024	✓															

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

**Intended Outcome**

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

**Practice 5.4 - Step Up**

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

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

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

**Intended Outcome**

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

**Practice 5.5**

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board recognises the importance of maintaining a diverse composition with the appropriate mix of skills, experience, age, gender, cultural background and ethnicity. A diverse Board fosters a broader spectrum of perspectives and insights, which is critical in supporting the Group's long-term strategic direction and sustainable value creation.</p> <p>The NC is responsible to assess and recommend suitable potential candidates to the Board if any vacancy arises. According to the NC's TOR, the NC will evaluate the candidates based on prescribed set of criteria, including but not limited to:</p> <ul style="list-style-type: none"> <li>• character, competency, knowledge and experience;</li> <li>• professionalism;</li> <li>• integrity and credibility; and</li> <li>• time commitment, particularly his number of other directorships.</li> </ul> <p>A Directors' Fit and Proper Policy was adopted by the Company on 4 August 2025.</p> <p>The TOR of the NC and the Directors' Fit and Proper Policy are available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p> <p>Additionally, the Board acknowledges the strong time commitment demonstrated by all Directors during the FYE 2025, as reflected in their full attendance at Board meetings. The Board is confident that all Directors have dedicated sufficient time and effort to fulfilling their responsibilities to the Company.</p>
<b>Explanation for departure</b>	:	

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



**Intended Outcome**

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

**Practice 5.6**

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

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>In conjunction with the Company's listing on 9 July 2025, the appointment of the Independent Directors was facilitated through recommendations by members of the independent due diligence working group involved in the listing exercise. Prior to their appointment, an evaluation was conducted, which included a comprehensive review of their professional backgrounds, qualifications, and experience with public listed companies. The assessment confirmed their suitability and alignment with the Group's strategic objectives.</p> <p>According to the Board Charter, the Board, through the NC, may engage a variety of independent sources to identify the suitable qualified candidates. This may include Directors' Registry by the Institute of Corporate Directors Malaysia, open advertisements and independent search firms, to ensure a broader and a more objective selection of suitably qualified candidates.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 5.7**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>In accordance with the Company's Constitution, the following Directors are due for retirement and being eligible, have offered themselves for re-election at the forthcoming Twenty-Fourth (24<sup>th</sup>) AGM: -</p> <ul style="list-style-type: none"> <li>a. Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff; and</li> <li>b. Dato' Dr. Lim Kim Huat.</li> </ul> <p>Further details have been included and circulated in the Notice of AGM and the Statement of Accompanying Notice of AGM for the shareholders' perusal and consideration.</p> <p>Comprehensive profiles of the abovementioned Directors are also available in the Board of Directors' Profile section of the Annual Report.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

**Intended Outcome**

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

**Practice 5.8**

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

<b>Application</b>	:	Applied																	
<b>Explanation on application of the practice</b>	:	<p>NC is chaired by Mr Chan Chee Woei, an Independent Non-Executive Director of the Company.</p> <p>The key responsibilities of the Chairman of the NC include: -</p> <ul style="list-style-type: none"> <li>a. lead the succession planning and appointment of directors, and oversee the development of a diverse pipeline for board and management succession, including the future Chairman, Executive Directors and Chief Executive Officer; and</li> <li>b. lead the annual review of board effectiveness, ensuring that the performance of each individual director and Chairman of the board are independently assessed.</li> </ul> <p>In PMCK, the NC comprises solely Independent Non-Executive Directors, as shown below: -</p> <table border="1"> <thead> <tr> <th>Designation</th> <th>Name</th> <th colspan="2">Directorship</th> </tr> </thead> <tbody> <tr> <td>Chairman</td> <td>Chan Chee Woei</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> <tr> <td>Member</td> <td>Koay Kah Ee</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> <tr> <td>Member</td> <td>Yeong Siew Lee</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> </tbody> </table>		Designation	Name	Directorship		Chairman	Chan Chee Woei	Independent Director	Non-Executive	Member	Koay Kah Ee	Independent Director	Non-Executive	Member	Yeong Siew Lee	Independent Director	Non-Executive
Designation	Name	Directorship																	
Chairman	Chan Chee Woei	Independent Director	Non-Executive																
Member	Koay Kah Ee	Independent Director	Non-Executive																
Member	Yeong Siew Lee	Independent Director	Non-Executive																
<b>Explanation for departure</b>	:																		
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>																			
<b>Measure</b>	:																		
<b>Timeframe</b>	:																		

**Intended Outcome**

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

**Practice 5.9**

The board comprises at least 30% women directors.

Application	:	Applied	
Explanation on application of the practice	:	<p>To uphold gender diversity, the Board ensures equal consideration is given to all candidates who possess the necessary qualifications, including relevant experience, expertise and capabilities that align with the Group’s strategic priorities.</p> <p>As at 30 April 2025, the Board comprises three (3) women Directors, namely Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff, Dato’ Lee Gaik Cheng and Ms. Yeong Siew Lee, representing 50% of the Board (excluding Alternative Director).</p>	
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.

<b>Application</b>	:	Departure	
<b>Explanation on application of the practice</b>	:		
<b>Explanation for departure</b>	:	<p>The Company does not have a formal policy on gender diversity for the Board and Key Senior Management during FYE 2025. Nevertheless, it remains committed to promoting gender diversity in accordance with the recommendations of the Malaysian Code on Corporate Governance 2021 and recognises the importance of fostering and developing female talent across all levels of the organisation.</p>	
		<p>The Board acknowledges the value of boardroom diversity and the broad perspectives it brings. However, the selection of Board members and Key Senior Management remains primarily based on key criteria such as character, competencies, skills, knowledge, integrity, and other essential qualities that enhance the Board’s effectiveness and strengthen the Company’s leadership.</p> <p>Despite the absence of a formal policy, the Board demonstrates its commitment to gender diversity with three (3) women Directors on the Board, representing 50% of the Board composition. Additionally, 50% of the Group’s Key Senior Management positions are held by women.</p> <p>The Board Diversity Policy encompassing both the Board and Key Senior Management was adopted by the Company on 4 August 2025.</p>	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 6.1**

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

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

<i>Note: For a Large Company to qualify for adoption of this practice, it must undertake annual board evaluation and engage an independent expert at least every three years to facilitate the evaluation.</i>		
<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>As the Company was only newly listed on 9 July 2025, no Board evaluation was conducted during FYE 2025. Subsequent to the FYE and listing of the Company, the NC reviewed the overall performance of the Board and Board Committee on 4 August 2025, based on the following criteria: -</p> <ul style="list-style-type: none"> <li>a. Attendance and time commitment at Board and Committee meetings;</li> <li>b. Absence of conflict of interest;</li> <li>c. Absence of litigation or regulatory charges; and</li> <li>d. Maintenance of relevant experience, qualifications and professional background.</li> </ul> <p>The assessment was conducted internally, facilitated by the Company Secretaries. The Board is of the view that such assessment approach is effective and hence will not engage any external party for the conduct of said assessment for the time being.</p>
<b>Explanation for departure</b>	:	
	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	
	:	

### Intended Outcome

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

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

### Practice 7.1

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board, through the RC, has established a formal Remuneration Policy for Directors and Key Senior Management to ensure their remuneration package are fair, competitive and aligned with the complexity and strategic objectives of the Group.</p> <p>The remuneration of Executive Directors and Key Senior Management is determined based on corporate and individual performance, and is benchmarked against market practices of comparable companies. Performance is assessed annually based on the achievement of agreed key performance indicators ("KPIs"), comprising both quantitative and qualitative. Additionally, bonuses may be rewarded depend on the performance of the Company and the individual's contribution toward to the achievement of the KPIs.</p> <p>For Non-Executive Directors, the remuneration package comprises a fixed fee and is not depend on the Group's financial performance. The remuneration of Independent Non-Executive Directors is determined with reference to their qualification, experience, responsibilities and competence, as well as time commitment and the outcome of the annual performance evaluation.</p> <p>To maintain objectivity, both Executive Directors and Independent Non-Executive Directors abstain from deliberations and voting on their own remuneration.</p> <p>The Remuneration Policy is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p> <p>The policy shall be reviewed periodically by the RC, with support from the Company Secretary, to ensure alignment with applicable legal requirements and prevailing corporate governance standards.</p>

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.

<b>Application</b>	:	Applied												
<b>Explanation on application of the practice</b>	:	<p>The RC consists of three (3) Independent Non-Executive Directors as shown below: -</p> <table><tr><th>Designation</th><th>Name</th><th>Directorship</th></tr><tr><td>Chairperson</td><td>Yeong Siew Lee</td><td>Independent Non-Executive Director</td></tr><tr><td>Member</td><td>Koay Kah Ee</td><td>Independent Non-Executive Director</td></tr><tr><td>Member</td><td>Chan Chee Woei</td><td>Independent Non-Executive Director</td></tr></table> <p>As stated in its TOR, the RC is delegated with the following key duties and responsibilities, among others: -</p> <ol style="list-style-type: none"><li>To formulate and recommend a remuneration framework for the Managing Director, Executive Directors and Key Senior Management for the Board's approval;</li><li>To recommend specific remuneration packages for the Managing Director, Executive Directors and Key Senior Management;</li><li>To ensure remuneration remains attractive and be able to retain Directors and Key Senior Management, taking into account the Company's management of material sustainability risks and opportunities;</li><li>To align remuneration components with the Company's business strategy and long-term objectives and to link rewards to the Company's strategy and performance;</li><li>To ensure that the remuneration and incentives for Independent Non-Executive Directors do not compromise their objectivity and independence;</li></ol>	Designation	Name	Directorship	Chairperson	Yeong Siew Lee	Independent Non-Executive Director	Member	Koay Kah Ee	Independent Non-Executive Director	Member	Chan Chee Woei	Independent Non-Executive Director
Designation	Name	Directorship												
Chairperson	Yeong Siew Lee	Independent Non-Executive Director												
Member	Koay Kah Ee	Independent Non-Executive Director												
Member	Chan Chee Woei	Independent Non-Executive Director												

	<p>f. To establish a fair and transparent procedure for setting policies, strategies and frameworks for the remuneration of Directors and Key Senior Management;</p> <p>g. To ensure that remuneration packages are proposed on the basis of the Directors' merit, qualifications and competence, having regard to the Company's operating results, individual performance and comparable market statistics;</p> <p>h. To act in line with the directions of the Board;</p> <p>i. To consider and examine such other matters as the RC considers appropriate; and</p> <p>j. To consider any other relevant matters as delegated by the Board.</p> <p>The TOR of RC is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p>	
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

**Intended Outcome**

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

**Practice 8.1**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	The remuneration details of each Director for FYE 2025, covering fees, salaries, bonuses, benefits-in-kind and other emoluments, are disclosed 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	Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff	Independent Director	56.00	0.60	-	-	-	-	56.60	56.00	0.60	-	-	-	-	56.60
2	Dato' Dr Lim Kim Huat	Executive Director	-	-	-	-	-	-	-	-	1,027.15	618.00	-	-	0.83	1,645.98
3	Dato' Lee Gaik Cheng	Executive Director	-	-	-	-	-	-	-	-	96.00	552.00	-	-	79.06	727.06
4	Koay Kah Ee	Independent Director	48.00	0.60	-	-	-	-	48.60	48.00	0.60	-	-	-	-	48.60
5	Chan Chee Woei	Independent Director	40.00	0.60	-	-	-	-	40.60	40.00	0.60	-	-	-	-	40.60
6	Yeong Siew Lee	Independent Director	40.00	0.60	-	-	-	-	40.60	40.00	0.60	-	-	-	-	40.60
7	Lee Yong Qian (Alternate Director to Dato' Lee Gaik Cheng)	Executive Director	-	-	-	-	-	-	-	-	36.00	60.00	4.02	-	13.30	113.32
8	Input info here	Choose an item.	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[illegible]

### Intended Outcome

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

### Practice 8.2

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

<b>Application</b>	:	Departure										
<b>Explanation on application of the practice</b>	:											
<b>Explanation for departure</b>	:	<p>Given the intense competition and sensitive nature of remuneration details, the Board has opted not to disclose the remuneration details of Key Senior Management on an individual basis, including components such as salary, allowance, bonus, benefits-in-kind, and other emoluments.</p> <p>The Board is committed to ensure that Key Senior Management are rewarded fairly based on their experience, responsibilities and contributions, with remuneration packages designed to support the Company’s performance and talent retention goals.</p> <p>In determining remuneration packages, the Company has benchmarked against industry standards to ensure competitiveness. Additionally, the Human Resources department conducts regular reviews and benchmarking exercises to ensure that the overall remuneration framework remains competitive and adequate to attract, retain, and motivate talent in support of the Company’s long-term performance objectives.</p> <p>Save for Dato’ Dr. Lim Kim Huat and Dato’ Lee Gaik Cheng, whose remuneration details are disclosed in Practice 8.1, the Board has opted to disclose the aggregate remuneration and other benefits of Key Senior Management members for the FYE 2025 on unnamed basis, categorised in bands of RM50,000 as follows: -</p> <table><tr><th>Range of Remuneration</th><th>Number of Key Senior Management</th></tr><tr><td>RM1 to RM50,000</td><td>1</td></tr><tr><td>RM50,001 to RM100,000</td><td>1</td></tr><tr><td>RM150,001 to RM200,000</td><td>3</td></tr><tr><td>RM200,001 to RM250,000</td><td>1</td></tr></table>	Range of Remuneration	Number of Key Senior Management	RM1 to RM50,000	1	RM50,001 to RM100,000	1	RM150,001 to RM200,000	3	RM200,001 to RM250,000	1
Range of Remuneration	Number of Key Senior Management											
RM1 to RM50,000	1											
RM50,001 to RM100,000	1											
RM150,001 to RM200,000	3											
RM200,001 to RM250,000	1											
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>												

<b>Measure</b>	:		
<b>Timeframe</b>	:		

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.

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

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

**Intended Outcome**

There is an effective and independent Audit Committee.

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

**Practice 9.1**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The roles of Board Chairperson and the ARMC Chairman are held by two (2) separate individuals. Duli Yang Teramat Mulia Raja Puan Muda Kedah Che Puan Muda Zaheeda Binti Mohamad Ariff serves as the Board Chairperson, while Mr. Koay Kah Ee holds the position of ARMC Chairman. This clear separation of roles ensures the independence and objectivity of the Board in reviewing findings and recommendations of the ARMC.</p> <p>The distinct roles, responsibilities and functions of both the ARMC and its Chairman are outlined in the ARMC's TOR, which is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a></p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

**Intended Outcome**

There is an effective and independent Audit Committee.

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

**Practice 9.2**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>Pursuant to the ARMC’s TOR, former partner of the Company’s external audit firm and/or its affiliate firm must observe a three (3)-year cooling-off period before being appointed as members of the ARMC.</p> <p>The TOR of the ARMC is publicly accessible on the Company’s website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p> <p>As at 30 April 2025, there are no key former audit partners serving in the ARMC. The Board does not foresee such appointments in the foreseeable future.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

There is an effective and independent Audit Committee.

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

**Practice 9.3**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>According to the ARMC's TOR, the ARMC is responsible for assessing the suitability, objectivity and independence of the External Auditors and making appropriate recommendations to the Board on their appointment, reappointment or cessation.</p> <p>The ARMC's responsibilities in relation to the External Auditors include, but are not limited to: -</p> <ul style="list-style-type: none"><li>a. Review the engagement, compensation, performance, qualification and independence of the External Auditors, including for non-audit services;</li><li>b. Evaluate the suitability, objectivity and independence of the External Auditors including obtaining written assurance from External Auditors confirming their independence in accordance with relevant professional and regulatory requirements;</li><li>c. Review the nature and scope of the audit plan, the internal control system and the audit report;</li><li>d. Establish, review and approve policies governing the circumstances under which contracts for provision of non-audit services can be entered into and procedures that must be adhered by External Auditors and/or their affiliates in the provision of such services; and</li><li>e. Review any resignation by the External Auditors or concerns regarding their suitability for re-appointment and report the same to the Board.</li></ul> <p>Further details of these responsibilities are outlined in the ARMC's TOR, which is available on the Company's website at <a href="https://investor.pmck.com.my/corporate_governance.html">https://investor.pmck.com.my/corporate_governance.html</a>.</p> <p>The Board, through the ARMC, conducted an evaluation of the performance of the External Auditors, TGS TW PLT ("TGS") in relation to both audit and non-audit services rendered for the FYE 2025. Based on the assessment results, the ARMC is satisfied with TGS's suitability, based on the quality of audit, overall performance, competency and sufficiency of resources allocated to the Group.</p>

	<p>Additionally, TGS has provided a written assurance confirming that they have maintained independence throughout the audit engagement for the FYE 2025 in compliance with all relevant professional and regulatory requirements.</p> <p>Upon deliberation and based on the ARMC's recommendation, the Board has resolved to propose the re-appointment of TGS for shareholders' approval at the forthcoming AGM.</p>	
<b>Explanation for departure</b> :		
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
<b>Measure</b> :		
<b>Timeframe</b> :		

**Intended Outcome**

There is an effective and independent Audit Committee.

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

**Practice 9.4 - Step Up**

The Audit Committee should comprise solely of Independent Directors.

<b>Application</b>	:	Adopted																			
<b>Explanation on adoption of the practice</b>	:	The ARMC comprises solely of Independent Non-Executive Directors as follows: - <table><tr><th>Designation</th><th>Name</th><th colspan="2">Directorship</th></tr><tr><td>Chairman</td><td>Koay Kah Ee</td><td>Independent Director</td><td>Non-Executive</td></tr><tr><td>Member</td><td>Chan Chee Woei</td><td>Independent Director</td><td>Non-Executive</td></tr><tr><td>Member</td><td>Yeong Siew Lee</td><td>Independent Director</td><td>Non-Executive</td></tr></table>				Designation	Name	Directorship		Chairman	Koay Kah Ee	Independent Director	Non-Executive	Member	Chan Chee Woei	Independent Director	Non-Executive	Member	Yeong Siew Lee	Independent Director	Non-Executive
Designation	Name	Directorship																			
Chairman	Koay Kah Ee	Independent Director	Non-Executive																		
Member	Chan Chee Woei	Independent Director	Non-Executive																		
Member	Yeong Siew Lee	Independent Director	Non-Executive																		

**Intended Outcome**

There is an effective and independent Audit Committee.

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

**Practice 9.5**

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>ARMC is responsible for overseeing the Group's financial reporting, internal control, audit, and risk management processes. To effectively discharge these responsibilities, all ARMC members are expected to be financially literate and possess the requisite knowledge and skills.</p> <p>Mr. Koay Kah Ee, Chairman of ARMC, is a Fellow member of the Chartered Institute of Management Accountants and Australian Certified Practising Accountants ("CPA Australia"), a Chartered Accountant of the Malaysian Institute of Accountants ("MIA"), and a Chartered Global Management Accountant ("CGMA"). He has more than 40 years of experience in the accounting and finance.</p> <p>Ms. Yeong Siew Lee, a member of the ARMC, is a member of both the Association of Chartered Certified Accountants and the MIA. She has more than 20 years of experience in accounting, financial management, and business development across various industries.</p> <p>While two-thirds (2/3) of the ARMC members are professionally qualified accountants, all members are financially literate and actively maintain their competency through ongoing professional trainings and regular updates from the Management and External Auditors.</p> <p>The detailed profiles of all ARMC members are included in the Profile of Board of Directors section of the Annual Report 2025. Information on the training programmes attended by the ARMC members during FYE 2025 is disclosed in the Corporate Governance Overview Statement of the same report.</p>



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

**Intended Outcome**

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

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

**Practice 10.1**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board is committed to maintain a robust and effective risk management and internal control system to safeguard the Group's assets and support long-term shareholder value creation.</p> <p>Accordingly, the Board has established an Enterprise Risk Management ("ERM") Framework, which provides a structured approach to the Group's risk management. The ERM Framework has outlined five (5) risk management procedures, which are identify, analyse, respond, monitor and report any potential risks that may impede the Group from achieving its strategic objectives. Given the inherent limitation of any risk management framework, the ERM Framework is designed to identify and manage the Group's risks within the acceptable tolerance levels, and that the framework in place could provide only reasonable but not absolute assurance.</p> <p>To ensure that the ERM Framework remains relevant and effective in the dynamic business and regulatory environment, the Board will review the ERM Framework Policy on an annual basis.</p> <p>In addition to implementing the ERM Framework, the Board has established Standard Operating Procedures ("SOPs"), company policies and a well-defined organisational structure to support the Group's operational efficiency and effectiveness.</p> <p>In preparation for the Company's listing on the ACE Market of Bursa Securities, the Company appointed Eco Asia Governance Advisory Sdn Bhd ("Eco Asia" or "Internal Auditors") as an independent internal control reviewer to assess the adequacy of its corporate governance, risk management and internal control system. Following the listing, the Company continued to engage Eco Asia to undertake the internal audit function on an outsourced basis. Periodic internal audit reviews will be conducted in accordance with the audit plan approved by the ARMC.</p> <p>An overview of the Group's risk management and internal control system is disclosed in the Statement on Risk Management and Internal Control of the Annual Report 2025.</p>

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

**Intended Outcome**

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

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

**Practice 10.2**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>Guided by the ERM Framework, the Board and ARMC are supported by Senior Leadership Team for the strategic planning and formalisation of the Group's risk profile. Target risks are properly defined and responsibilities are appropriately assigned within the Group. Upon formalising the Group's risk profile, the Management Team is then responsible to implement the ERM Framework into the Group's daily operations.</p> <p>The Senior Leadership Team, led by the Managing Director, is responsible for implementing the ERM Framework, including strategy, culture, people, processes, technology and structure, into the Group's daily operations.</p> <p>To systematically record all identified risks, the Board and ARMC have adopted a Risk Register to document the risks identified within the Group, along with the corresponding risk ratings, mitigation plans/actions and the designated key person in-charge. The ARMC will review and update this Risk Register periodically to ensure its relevance and alignment with the evolving business and regulatory environment.</p> <p>To strengthen the effectiveness of Company's internal control system, the Board has implemented several key initiatives, including: -</p> <ol style="list-style-type: none"> <li>Adoption of key policies, such as the Board Charter, TOR of Board Committees, the Code, ABC Policy, Whistleblowing Policy and Remuneration Policy;</li> <li>Establishment a well-defined organisation structure with formal reporting line, authority limits and appropriate segregation of duties; and</li> <li>Establishment of SOPs across various operational areas.</li> </ol> <p>In addition, the Company appointed Eco Asia to perform the internal control review for the preparation of the Company's listing. Based on the internal control review conducted, the Board is pleased to report that adequacy and effectiveness of the Group's risk management and internal control system are satisfactory.</p>

	Further details on the Group's risk management and internal control system are outlined in the Statement on Risk Management and Internal Control of the Company's Annual Report 2025.			
<b>Explanation for departure</b>	:			
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>				
<b>Measure</b>	:			
<b>Timeframe</b>	:	<table border="1"> <tr> <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.

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

**Intended Outcome**

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

**Practice 11.1**

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>In preparation for the Company's listing on the ACE Market, the Company appointed Eco Asia, an independent professional firm which is free from any relationships or conflicts of interest with the Group, to assess and review the Group's corporate governance, risk management and internal control system.</p> <p>Following the Company's listing on 9 July 2025, the Company appointed Eco Asia to undertake the internal audit function on an outsourced basis. The Internal Auditors will conduct periodic internal audit reviews in accordance with the audit plan approved by the ARMC.</p> <p>In order to ensure an effective internal audit function, the ARMC will have full and unrestricted access to all information and resources within the Group which are required by the Internal Auditors. Upon completion of the internal audit review, the Internal Auditors will report directly to the ARMC.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 11.2

The board should disclose–

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>In preparation for the Company's listing on the ACE Market, the Company appointed Eco Asia, an independent professional firm which is free from any relationships or any conflicts of interest with the Group, to assess and review the Group's corporate governance, risk management and internal control system.</p> <p>The internal control review was led by Ms. Janeeta Salim, Head of Department of Eco Asia. Ms. Janeeta Salim is an Associate Member of the Institute of Internal Auditors ("IIA"). She was supported by a team of three (3) personnel in conducting the internal control review, which was carried out in accordance with the International Professional Practices Framework ("IPPF").</p> <p>Following the successful listing on 9 July 2025, Eco Asia was appointed as the outsourced Internal Auditors to undertake the internal audit function. The internal audit reviews will be conducted periodically, based on the approved internal audit plan by the ARMC and in accordance with the IPPF.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	



## Intended Outcome

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

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

### Practice 12.1

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board recognises that active and transparent engagement with stakeholders is vital to the Group's sustainable growth and long-term success. By promoting open dialogue, the Board ensures that stakeholders are kept informed and that their feedback is considered in shaping the Group's strategic direction. The Group utilises the following methods to facilitate effective stakeholder communication: -</p> <p>(i) <b><u>Company's website and social media platforms</u></b> The Company's official website at <a href="https://pmck.com.my/">https://pmck.com.my/</a> serves as a central platform for stakeholders to access comprehensive and up-to-date information on the Group, including the Group's background, corporate governance frameworks, policies, financial information, annual reports and prospectus for the Company's IPO.</p> <p>The Group also leverages social media platforms such as Instagram, Facebook, YouTube and LinkedIn to update on corporate events, initiatives and operational developments.</p> <p>For public inquiries, feedback or suggestions, stakeholders may reach out to the Company via the contact information provided in the "Contact Us" section of the Company's website.</p> <p>(ii) <b><u>Announcement made to Bursa Securities</u></b> The Company makes timely disclosures to Bursa Securities on material updates and developments, including quarterly financial results and other significant matters. These announcements are accessible on Bursa Securities' website at <a href="https://www.bursamalaysia.com/">https://www.bursamalaysia.com/</a> and the Company's website at <a href="https://pmck.com.my/">https://pmck.com.my/</a>.</p> <p>(iii) <b><u>Annual Report</u></b> The Annual Report provides a detailed overview of the Group's operations, financial performance, corporate governance practices, sustainability efforts, internal controls and strategic outlook for stakeholders' reference.</p>

	<p>(iv) <b><u>AGM</u></b> The AGM serves as the main platform for shareholder engagement, where shareholders are invited to interact directly with the Board and Management. Shareholders are encouraged to ask questions and provide feedback during the Question-and-Answer (“Q&amp;A”) session, which the Board takes into consideration in subsequent planning.</p> <p>(v) <b><u>Media Release</u></b> The Company also publish important news and developments through media releases and press statements to ensure timely and accurate communication with the general public and media. These releases are issued to mainstream media outlets and uploaded to the Company’s website when appropriate.</p> <p>(vi) <b><u>Investor Relations</u></b> For any Investor Relations enquiries, the public may contact the following designated representative using the details below: -</p> <p>Mr. Lee Yong Qian Telephone No.: +6019-4887198 Email: leeyq@pmck.com.my</p>	
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

**Intended Outcome**

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

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

**Practice 12.2**

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

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

**Intended Outcome**

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

**Practice 13.1**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>The Board regards the AGM as an important platform for direct and meaningful communication between the Board and the Company’s shareholders.</p> <p>The upcoming Twenty-Fourth (24<sup>th</sup>) AGM scheduled to be held on 29 September 2025, marks the first shareholders’ meeting of the Company following its listing on the ACE Market. This AGM represents a key opportunity for the Board to engage directly with shareholders post-listing.</p> <p>To ensure shareholders have sufficient time to review and consider the resolutions to be discussed and voted at the AGM, the Board will circulate the Notice of AGM along with the Company’s Annual Report to registered shareholders on 29 August 2025, providing more than 28 days’ notice.</p> <p>The Notice of AGM outlines details of proposed resolutions, including relevant explanatory notes and the Statement Accompanying the Notice of AGM to facilitate shareholders’ understanding and support informed decision-making.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 13.2**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	<p>The Board recognises the AGM as a key opportunity for shareholders to engage with the Board, enabling them to raise concerns and receive direct insights into the Company’s affairs and the Group’s business management.</p> <p>Barring any unforeseen circumstances, all Directors, including the Chairman of the respective Board Committees, have confirmed their attendance at the forthcoming Twenty-Fourth (24<sup>th</sup>) AGM on 29 September 2025. The Board is committed to facilitate productive discussions and providing meaningful responses to any questions or concerns raised by shareholders.</p> <p>Additionally, the Company’s Key Senior Management and External Auditors will also be invited to attend the AGM in order to address shareholders’ questions as needed.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

### Intended Outcome

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

### Practice 13.3

Listed companies should leverage technology to facilitate—

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

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

<b>Application</b>	:	Departure	
<b>Explanation on application of the practice</b>	:		
<b>Explanation for departure</b>	:	<p>For the upcoming Twenty-Fourth (24<sup>th</sup>) AGM scheduled on 29 September 2025, the Company will conduct a physical meeting at Raia Hotel, Ballroom 3, Lot 3860, Mukim Titi Gajah, Seksyen 2, Bandar, 06550 Alor Setar, Kedah. The Company will also leverage technology to facilitate electronic voting, which will be administrated by the poll administrator, which is also the Company’s Share Registrar, Securities Services (Holdings) Sdn Bhd. The poll administrator is responsible to maintain the security and protection of the attendants’ personal data during the AGM.</p> <p>Shareholders who are unable to attend the AGM may appoint a proxy to attend, speak and vote on their behalf, provided that the proxy form is lodged at the Company’s Share Registrar at least 48 hours prior to the general meeting. The Board remains committed to ensuring accessible and transparent shareholder engagement and will continue to assess the feasibility of implementing remote shareholders’ participation in the future.</p> <p>The Board is of the view that physical meetings foster meaningful engagement and direct communication with shareholders, enabling robust discussions and real-time interaction with the Board and the Management.</p>	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

## Intended Outcome

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

## Practice 13.4

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.*

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>To promote meaningful engagement at the AGM, the Chairperson will ensure that shareholders can participate meaningfully by facilitating clear communication, structured discussions and informed decision making. To support this, the Notice of AGM along with the AGM documents will be circulated at least 28 days in advance, providing shareholders ample time to review the agenda and proposed resolutions. The Notice of Twenty-Fourth (24<sup>th</sup>) AGM is circulated on 29 August 2025, which is more than 28 days in advance prior to the Twenty-Fourth (24<sup>th</sup>) AGM to be held on 29 September 2025.</p> <p>To foster transparency and encourage shareholder engagement, shareholders will have the opportunity to submit their queries in advance through the Company's designated communication channels. During the AGM, the Board, Key Senior Management and External Auditors will be present to address shareholders' questions and provide necessary clarifications. The Chairperson will lead the discussions, ensuring that shareholder engagement remains a key priority and that all concerns are acknowledged and addressed appropriately.</p> <p>Beyond the AGM, the Company's website serves as an essential platform for keeping shareholders informed of key developments. Shareholders may engage with the Company, raise concerns, and provide feedback through the communication channels available on the website. Additionally, the minutes of the general meeting, along with a summary of the question and answer ("Q&amp;A") session, will be made available on the Company's website, reinforcing the Company's commitment to transparency and continuous shareholder engagement.</p>
<b>Explanation for departure</b>	:	

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



### Intended Outcome

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

### Practice 13.5

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.*

<b>Application</b>	:	Not applicable – only physical general meetings were conducted in the financial year	
<b>Explanation on application of the practice</b>	:		
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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

**Practice 13.6**

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

<i>Note: The publication of Key Matters Discussed is not a substitute for the circulation of minutes of general meeting.</i>		
<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Company will be convening its Twenty-Fourth (24<sup>th</sup>) AGM on 29 September 2025, being the first shareholders' meeting following its listing on the ACE Market on 9 July 2025.</p> <p>The minutes of the AGM serve as a useful resource for shareholders and stakeholders, providing a timely recap and detailed record of the issues raised and discussed during the AGM. Upon the conclusion of the AGM, the draft minutes will be circulated to the Board for review and comments before being confirmed as an accurate record of the proceedings.</p> <p>The Board is committed to ensuring that the minutes of the AGM will be made available on the Company's website at <a href="https://pmck.com.my/">https://pmck.com.my/</a> within 30 business days after the conclusion of the AGM.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

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

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

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