

# CORPORATE GOVERNANCE REPORT

**STOCK CODE** : 5208  
**COMPANY NAME** : EITA Resources Berhad  
**FINANCIAL YEAR** : September 30, 2022

## OUTLINE:

### **SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE**

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

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

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

## SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

### Intended Outcome

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

### Practice 1.1

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board of Directors ("the Board") is collectively responsible to oversee EITA and its subsidiaries' ("the Group") risk management strategic planning, succession planning and financial and operational management to ensure that obligations to shareholders and other stakeholders are understood and met. The Board provides the necessary leadership to enable the Group's business objectives are met within the framework of risk management and internal controls as described in the Corporate Governance Overview Statement ("CG Statement") in the Company's Annual Report for the financial year ended 30 September 2022 ("FYE 2022") ("AR 2022").</p> <p>The Board's role, responsibilities, governance and effectiveness are set out in the Board Charter. In discharging its fiduciary duties, the Board has also delegated specific tasks to the Board Committees, all of which operate within their respective Terms of Reference.</p> <p>The Board assumes, amongst others, the following responsibilities: -</p> <ul style="list-style-type: none"><li>• Overseeing and evaluating the conduct, governance and sustainability of the businesses of the Group.</li><li>• Reviewing and adopting the overall strategic direction, business plans, annual budgets of the Group, including major capital commitments.</li><li>• Establishing key performance indicators and to ensure that senior management has the necessary skills and experience for the orderly succession of board and senior management.</li><li>• Reviewing and approving of new ventures, major acquisitions and disposal of undertakings and properties.</li></ul>

	<ul style="list-style-type: none"> <li>• Identifying principal risks and ensuring the implementation of appropriate systems to manage and monitor significant financial and non-financial risks.</li> <li>• Reviewing the adequacy and integrity of the Group’s internal control systems, risk management and management information systems.</li> <li>• Overseeing the development and implementation of the shareholder communications policy for the Company.</li> </ul> <p>The Board Charter serves as a reference point for Board activities. It is designed to provide guidance and clarity for the Directors and Management with regard to the roles of the Board and its Committees, the role of the Acting Group Managing Director (“Acting Group MD”), the requirements of Directors in carrying out their roles and in discharging their duties towards the Company as well as the Board’s operating practices. The Board has also adopted a Code of Ethics and Conduct which is incorporated in the Board Charter of the Company. The Board Charter is available at the Company’s corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a>.</p> <p>In discharging its responsibilities, the Board is guided by the Code of Ethics and principles contained in the Code. The Directors of the Company have a duty to declare immediately to the Board should they be interested in any transaction to be entered into directly or indirectly within the Group.</p>
<b>Explanation for departure</b> :	
	Please provide an explanation for the departure.
<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 Chairman of the Board, Dato' Siow Kim Lun is an Independent Non-Executive Chairman and is primarily responsible for the leadership, effectiveness, conduct and governance of the Board and the overall conduct of the Group. The Chairman is committed to good corporate governance practices and has been leading the Board towards high performing culture.</p> <p>The roles and responsibilities of the Chairman of the Board have been clearly specified in the Board Charter. The responsibilities of the Chairman, amongst others, are as follows:</p> <ul style="list-style-type: none"><li>• To provide leadership to the Board.</li><li>• To oversee the effective discharge of the Board's supervisory role.</li><li>• To facilitate the effective contribution of all Directors.</li><li>• To ensure that quality information to facilitate decision-making is delivered to the Board in a timely manner.</li><li>• To ensure Board Meetings and General Meetings comply with good conduct and best practices.</li><li>• To ensure adequate time is allocated during Board Meetings for discussion of issues tabled to the Board for deliberation.</li><li>• To promote constructive and respectful relations among Board members and between the Board and the Management.</li><li>• To conduct and chair Board Meetings and General Meetings of the Company.</li><li>• To brief all the Directors in relation to issues arising at Meetings.</li><li>• Together with the Acting Group MD, represents the Company and/or Group to external groups such as shareholders, creditors, consumer groups, local communities and federal, state, and local governments.</li></ul>

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

### Intended Outcome

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

### Practice 1.3

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>Chairman - Dato' Siow Kim Lun Acting Group MD – Mr. Lim Joo Swee</p> <p>The positions of Chairman and Acting Group MD are separated, clearly defined and are held by two different individuals. There is a clear division of responsibility between the Chairman and the Acting Group MD in order to provide for balance of power and authority, such that no one individual has unfettered decision-making powers.</p> <p>The Chairman is responsible for the orderly conduct and effectiveness of the Board in addition to facilitate constructive deliberation of matters in hand, whereas the Acting Group MD is to lead the management of the Company and has overall responsibility for the operating units and the implementation of the Board's policies and decisions.</p> <p>The Acting Group MD of the Company remains accountable to the Board for the overall organisation, management, and staffing of the Company and/or Group and for the procedures in financial and other matters, including conduct and discipline.</p> <p>The respective duties and responsibilities of the Chairman and the Acting Group MD are as set out in the Board Charter.</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

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

### Practice 1.4

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

<i>Note: If the board Chairman is not a member of any of these specified committees, but the board allows the Chairman to participate in any or all of these committees' meetings, by way of invitation, then the status of this practice should be a 'Departure'.</i>	
<b>Application</b> :	Departure
<b>Explanation on application of the practice</b> :	
<b>Explanation for departure</b> :	<p>Dato' Siow Kim Lun, the Chairman of the Board has resigned as a member of the Audit Committee ("AC") and Nomination and Remuneration Committee ("NRC") on 20 May 2021 in compliance with this Practice 1.4 of the Malaysian Code on Corporate Governance ("MCCG").</p> <p>However, he attended the AC &amp; NRC Meetings held after his resignation as a member, as an invitee.</p> <p>Dato' Siow Kim Lun did not participate in the decision making of the resolutions, proposals and matters tabled for approval during the meetings.</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

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>The Group is currently outsourcing the corporate secretarial function to Cospec Management Services Sdn. Bhd.</p> <p>The Board is supported by a qualified and competent Company Secretary nominated by CMS. She is a member of the Malaysian Association of Companies Secretaries and is holding a professional certificate as a qualified Company Secretary under the Companies Act 2016 ("CA 2016"). She possesses over 29 years of experience in corporate secretarial practices.</p> <p>The Board acknowledges that the Company Secretary plays an important role and will ensure that the Company Secretary fulfils the functions for which she has been appointed.</p> <p>The Company Secretary organised the following briefings for the Board to keep the Board abreast of the latest development on the governance matters and provisions under Main Market Listing Requirements ("Listing Requirements") of Bursa Malaysia Securities Berhad ("Bursa Securities"):-</p> <ul style="list-style-type: none"><li>• Director appointment, independence, and other amendments to the Listing Requirements of Bursa Securities on 25 May 2022; and</li><li>• Amendments to the Listing Requirements of Bursa Securities in relation to enhanced sustainability reporting framework on 24 November 2022.</li></ul> <p>During the financial year under review, the Board and Board Committees' meetings were properly convened, and accurate and proper records of the proceedings and resolutions passed were taken and maintained in the statutory records of the Company.</p> <p>The Company Secretary plays an advisory role in supporting the Board and the Board Committees on issues relating to compliance with laws, rules, procedures and regulations affecting the Company, particularly, CA 2016, Listing Requirements of Bursa Securities, MCCG, Company's Constitution and Board Charter.</p>



	Overall, the Board is satisfied with the service and support rendered by our Company Secretary and her team to the Board in the discharge of the functions.	
<b>Explanation for departure</b> :		
	Please provide an explanation for the departure.	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b> :		
<b>Timeframe</b> :		

### Intended Outcome

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

### Practice 1.6

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>To facilitate the Directors' time planning, the annual Board and Board Committees' meetings calendar was prepared in advance for each new calendar year by the Company Secretary. The calendar provides the Directors with scheduled dates for meetings of the Board and Board Committees as well as the Annual General Meeting ("AGM"). The closed periods for dealings in securities by Directors and Principal Officers based on the scheduled dates of meetings for making announcements of the Group's quarterly results were also provided therein.</p> <p>The notice and meeting papers are generally circulated to the Board members at least five (5) business days prior to the dates of meetings. This is to ensure sufficient time for all Board members to review and deliberate on such matters accordingly and, where required, to obtain further information and clarification to facilitate well-informed decision making during the meeting.</p> <p>The deliberations and conclusions of matters discussed in the Board or Board Committees meetings are duly recorded in the minutes of meetings. The draft minutes of which is circulated for the Board and Committee Chairman's review within a reasonable timeframe after the meeting. The minutes of meeting accurately captured the deliberations and decisions of the Board and/or the Board Committees, including whether any Director abstains from voting or deliberating on a particular matter.</p> <p>All the records of proceedings and resolutions passed are kept at the registered office of the Company.</p> <p>For matters which require the Board's decision on urgent basis outside of Board Meetings, board papers along with Directors' Written Resolution will be circulated for the Board's consideration. All written resolutions approved by the Board will be tabled for notation at the next Board Meeting.</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

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>As part of the governance process, the Board has formalised and adopted a Board Charter. The Board Charter sets out the composition and balance, roles and responsibilities, operation and processes of the Board and ensures that all Board members acting on behalf of the Company are aware of their duties and responsibilities as Board members.</p> <p>The Board Charter is intended to identify the role, structure and processes related to key governance activities of the Board. It also serves as a reference point for Board activities. It is designed to provide guidance and clarity for Directors and Management with regard to the roles of the Board and its Committees, the role of the Group MD, the requirements of Directors in carrying out their roles and in discharging their duties towards the Company as well as the Board's operating practices.</p> <p>The Board Charter will be reviewed and updated in accordance with the needs of the Company and any new regulations that may have an impact on the discharge of the Board's responsibilities.</p> <p>The Board Charter is available at the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a>.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	

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

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

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

### Practice 3.1

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board has adopted a Code of Ethics and Conduct which is incorporated in the Board Charter of the Company and is to be observed by all Directors and employees of the Group.</p> <p>The Board had incorporated the anti-bribery and anti-corruption requirements to be observed by the Directors and employees of the Group under the Code of Ethics and Conduct.</p> <p>The Directors continue to observe the Code of Ethics and Conduct based on the code of conduct expected of directors of companies as set out in the Company Directors' Code of Ethics established by the Companies Commission of Malaysia.</p> <p>The Board will review the Code of Ethics and Conduct from time to time to ensure that it continues to remain relevant and appropriate.</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 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 also adopted a Whistle Blowing Policy to provide an avenue for all employees of the Group and members of the public to raise concerns and disclose any improper conduct within the Group and to take appropriate actions to resolve them effectively.</p> <p>The Whistle Blowing Policy aims to achieve the following:</p> <ul style="list-style-type: none"> <li>• To provide avenues for employees to raise genuine concerns or allegations through the appropriate channels upon discovery of possible misconduct.</li> <li>• To enable Management to be informed at an early stage about acts of misconduct.</li> <li>• To ensure the protection of individual who reports the concern or allegation in good faith in accordance with the procedures.</li> <li>• To encourage and develop a culture of openness, accountability and integrity.</li> </ul> <p>The Whistle Blowing Policy is available at the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a>.</p>
<b>Explanation for departure</b>	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 4.1

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

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board is committed to the goal of becoming a sustainable organisation and has set up a Sustainability Working Group ("SWG") to manage and oversee the Group's sustainable efforts. The SWG is responsible for material assessment, driving implementation, monitoring and reporting sustainability initiatives.</p> <p>The SWG which leads by Mr. Lee Peng Sian, an Executive Director of the Company, will brief the Board on the Group's sustainability initiatives on a half-yearly basis.</p> <p>Further details of the sustainability practices are disclosed in the Sustainability Statement of the AR 2022.</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 4.2**

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 is cognisant of the fact that the Company’s internal and external stakeholders should receive an unfiltered and complete view of the Company’s sustainability strategies, priorities, targets and overall performance. This information should be comprehensive and include information on which stakeholders would be able to assess the Company’s sustainability risks and opportunities.</p> <p>The Company has engaged with stakeholders in a variety of ways which had been done at both the business units and group levels through formal and informal activities. The collective opinions and insights from the stakeholders help the Board make an informed decision while aligning the stakeholders’ expectations with the Company’s sustainability priorities and business approach.</p> <p>Details pertaining to the stakeholders’ engagement are available in the Sustainability Statement of the AR 2022.</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>The Board, through the NRC, will assess the training programmes attended by each director during the financial year to ensure that they keep abreast with the relevant developments in the business environment as well as the relevant regulatory requirements.</p> <p>The key training programmes attended by each Director during the FYE 2022 are set out in the Corporate Governance Overview Statement of the AR 2022.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 4.4

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	The Board and Management collectively address the Company's material matters and its inherent risks and opportunities, while at the same time addressing it through appropriate mitigating measures, to ensure the Company continues to generate healthy returns for its shareholders.  The performance evaluation of the Board in addressing the Group's strategic and business plans which promote sustainability materials matters was evaluated through the annual Board's effectiveness evaluation for the FYE 2022.  Whereas for the Senior Management team, it is part of their key performance indicators which are reviewed annually.	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

### **Intended Outcome**

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

### **Practice 4.5- Step Up**

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

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

<b>Application</b>	:	Adopted
<b>Explanation on adoption of the practice</b>	:	<p>The SWG is headed by the Executive Director, Mr. Lee Peng Sian. He reviews sustainability implementation and performance indicators and is supported by our Chief Financial Officer. The SWG comprises designated management and executives from various subsidiaries and departments. They are responsible for materiality assessment, minor and report sustainability initiatives.</p> <p>The ongoing governance processes are periodically reviewed and refined to incorporate sustainability best practices for greater effectiveness and efficiency.</p>

### Intended Outcome

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

### Practice 5.1

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The NRC oversees the overall composition of the Board in terms of size, a mix of skills, experience and core competencies, as well as the balance between Executive Directors and Independent Non-Executive Directors.</p> <p>The effectiveness of the Board as a whole and the contribution of each Director to the effectiveness of the Board and the contribution of the Board's various committees will be assessed on an annual basis.</p> <p>The Board is fully aware that the tenure of an Independent Director shall not exceed a cumulative term of nine (9) years as recommended by the MCCG. Currently, Dato' Siow Kim Lun and Mr. Chong Lee Chang have served the Board as Independent Non-Executive Directors of the Company for a cumulative term of more than nine (9) years.</p> <p>The annual re-election of retiring Directors has been contingent on a satisfactory evaluation of the retiring Directors' performance and contribution to the Board.</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>The Board currently consists of eight (8) Directors and three (3) Alternate Directors, as follows:-</p> <table border="1"><thead><tr><th>Name</th><th>Designation</th></tr></thead><tbody><tr><td>Dato' Siow Kim Lun</td><td>Independent Non-Executive Chairman</td></tr><tr><td>Lim Joo Swee</td><td>Acting Group MD</td></tr><tr><td>Lee Peng Sian</td><td>Executive Director</td></tr><tr><td>Chong Yoke Peng</td><td>Alternate Director to Lee Peng Sian</td></tr><tr><td>Chia Mak Hooi</td><td>Non-Independent Non-Executive Director</td></tr><tr><td>Chia Seong Pow</td><td>Alternate Director to Chia Mak Hooi</td></tr><tr><td>Fu Mun Win (<i>Appointed on 1 December 2022</i>)</td><td>Non-Independent Non-Executive Director</td></tr><tr><td>Fu Jia Lik (<i>Appointed on 1 December 2022</i>)</td><td>Alternate Director to Fu Mun Win</td></tr><tr><td>Chong Lee Chang</td><td>Senior Independent Non-Executive Director</td></tr><tr><td>Ho Lee Chen</td><td>Independent Non-Executive Director</td></tr><tr><td>Ir. Haji Omar Mat Piah</td><td>Independent Non-Executive Director</td></tr></tbody></table> <p>The present composition of the Board complies with Paragraph 15.02 of the Listing Requirements of Bursa Securities and this Practice 5.2 of the MCGG as half of the Board comprises Independent Directors. All the Independent Directors satisfied the independence test under the Listing Requirements of Bursa Securities.</p> <p>The presence of Independent Non-Executive Directors ensures that views, consideration, judgment and discretion exercised by the Board in decision making remain objective and independent whilst assuring the interest of other parties such as minority shareholders are fully addressed and adequately protected as well as being accorded with due consideration.</p>	Name	Designation	Dato' Siow Kim Lun	Independent Non-Executive Chairman	Lim Joo Swee	Acting Group MD	Lee Peng Sian	Executive Director	Chong Yoke Peng	Alternate Director to Lee Peng Sian	Chia Mak Hooi	Non-Independent Non-Executive Director	Chia Seong Pow	Alternate Director to Chia Mak Hooi	Fu Mun Win ( <i>Appointed on 1 December 2022</i> )	Non-Independent Non-Executive Director	Fu Jia Lik ( <i>Appointed on 1 December 2022</i> )	Alternate Director to Fu Mun Win	Chong Lee Chang	Senior Independent Non-Executive Director	Ho Lee Chen	Independent Non-Executive Director	Ir. Haji Omar Mat Piah	Independent Non-Executive Director
Name	Designation																									
Dato' Siow Kim Lun	Independent Non-Executive Chairman																									
Lim Joo Swee	Acting Group MD																									
Lee Peng Sian	Executive Director																									
Chong Yoke Peng	Alternate Director to Lee Peng Sian																									
Chia Mak Hooi	Non-Independent Non-Executive Director																									
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<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>Dato' Siow Kim Lun and Mr. Chong Lee Chang have served the Board as Independent Non-Executive Chairman and Independent Non-Executive Director of the Company respectively, for a cumulative term of more than nine (9) years.</p> <p>Pursuant to the MCGG, the Board upon obtaining the NRC recommendation, agreed to seek the shareholders' approval at the forthcoming AGM through a two-tier voting process to retain them as Independent Non-Executive Chairman and Independent Non-Executive Director of the Company respectively, based on the following justifications: -</p> <ul style="list-style-type: none"><li>(a) They have declared and confirmed that they fulfilled the criteria under the definition of Independent Director as set out in Paragraph 1 of the Listing Requirements of Bursa Securities.</li><li>(b) They have vast experience in their respective industries which could provide the Board with a diverse set of experience, expertise and independent judgement.</li><li>(c) They have good knowledge of the Group's business operations.</li><li>(d) They have devoted sufficient time and attention to their responsibilities as Independent Directors of the Company.</li><li>(e) They have exercised due care during their tenure as Independent Non-Executive Directors of the Company and carried out their professional duties in the best interest of the Company and shareholders.</li></ul>
<b>Explanation for departure</b>	:	



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

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

**Intended Outcome**

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

**Practice 5.4 - Step Up**

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

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

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

## Intended Outcome

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

## Practice 5.5

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board acknowledges the importance of diversity in terms of skills, experience, age, gender, cultural background and ethnicity and recognises the benefits of diversity at the Board and Senior Management levels.</p> <p>The NRC is responsible to lead the process for the nomination of new candidates for appointment and making the necessary recommendations to the Board. In this respect, the role of the NRC is detailed in its Terms of Reference, which is available on the Company's corporate website, <a href="http://www.eita.com.my">www.eita.com.my</a>.</p> <p>In line with the best practices of the MCCG and the gained attention of boardroom diversity as an important element of a well-functioned corporation, the Board shall, through the NRC accord due consideration to inculcate diversity policy in the boardroom and workplace which encapsulates not only to gender, but also age and ethnicity.</p> <p>The Board had also on 25 May 2022 adopted the Directors' Fit and Proper Policy to ensure a transparent and rigorous process for the appointment and re-election of Directors of the Group. This Policy is accessible on the Company's corporate website, <a href="http://www.eita.com.my">www.eita.com.my</a>.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	Please explain the measure(s) the company has taken or intend to take to adopt the practice.
<b>Timeframe</b>	:	Choose an item.

### Intended Outcome

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

### Practice 5.6

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>	:	Departure	
<b>Explanation on application of the practice</b>	:		
<b>Explanation for departure</b>	:	<p>The primary responsibility of screening, evaluating and nominating new Board member(s) for an appointment is delegated to the NRC.</p> <p>The members of the Board are to be appointed in a formal and transparent practice as endorsed by the MCCG. The NRC will scrutinise the candidates and recommend the same for the Board's approval. In discharging this duty, the NRC will assess the suitability of an individual by taking into account the individual's mix of skill, functional knowledge, expertise, experience, professionalism, integrity and/or other commitments that the candidate can bring to complement the Board.</p> <p>In searching for suitable candidates, the NRC may receive suggestions from existing board members, management and/or major shareholders. The NRC is also open to referrals from external sources available, such as industry and professional associations, as well as independent search firms.</p> <p>The Board will consider referrals from external sources to identify suitably qualified candidates when the need arises in the future and will not solely rely on recommendations from existing Board members, Management and/or major shareholders.</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

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>The NRC assessed the performance of the Directors who are seeking re-election at the AGM before recommending them to the Board for consideration. The Board will then recommend the re-election of retiring Directors to the shareholders for their approval at the AGM of the Company.</p> <p>The profiles of the Directors who were due for retirement and offered themselves for re-election, which included the nature of interest with the Company, whichever applicable, were set out in the AR 2022.</p> <p>A statement by the Board and NRC being satisfied with the performance and effectiveness of the retiring Directors who offered themselves for re-election at the forthcoming Twenty-Seventh AGM ("27<sup>th</sup> AGM") was provided in the notes accompanying the Notice of the 27<sup>th</sup> 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 5.8**

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

<b>Application</b>	:	Applied	
<b>Explanation on application of the practice</b>	:	The NRC is chaired by the Senior Independent Non- Executive Director, Mr. Chong Lee Chang.  The details/profile of the NRC Chairman is disclosed in the Directors' Profile of the AR 2022.	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

### Intended Outcome

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

### Practice 5.9

The board comprises at least 30% women directors.

<b>Application</b>	:	Departure
<b>Explanation on application of the practice</b>	:	
<b>Explanation for departure</b>	:	<p>The Board comprises eight (8) Directors, out of whom one (1) is a female Director, representing 12.50% female representation at the Board level.</p> <p>The Board recognises that this diversity acts as a source for fresh perspectives which ultimately benefits the overall deliberations taking place in the boardroom. Although the Company has not reached the 30% women representation target at the Board level, the Board decisions are made objectively in the best interests of the Group taking into account diverse perspectives and insights.</p> <p>The Board is of the view that it is important to recruit and retain the best available talent regardless of gender, ethnicity and age to maximise the effectiveness of the Board.</p> <p>Women's representation on the Board and in Senior Management will be taken into consideration when vacancies arise and suitable candidates are identified, underpinned by the overriding primary aim of selecting the best candidate to support the achievement of the Company's strategic objectives.</p> <p>The Board will take into consideration of more female Directors within the Board as a long-term goal to which incremental steps shall be taken to ensure it is adopted within the reasonable timeframe stipulated.</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

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

### Practice 5.10

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board had adopted a Gender Diversity Policy and it was last reviewed, revised and approved on 20 May 2021, which sets out the approach to diversity on the Board and Senior Management levels.</p> <p>The Gender Diversity Policy does not set any specific target on the composition in terms of gender, age or ethnic of the Board members and Senior Management. However, the Board is well represented by individuals drawn from distinctly diverse professional backgrounds. The evaluation of the suitability of candidates as the new Board member is based on the candidates' competency, skills, character, time commitment, knowledge, experience and other qualities in meeting the needs of the Company. The NRC would ensure that steps will be undertaken to ensure that suitable women candidates are sought from various sources, should the need arise.</p> <p>The Board is supportive of gender diversity in the Board composition as recommended by MCCG and will endeavour to continuously identify and assess suitably qualified female candidates for nomination.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	



## Intended Outcome

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

### Practice 6.1

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

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

<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>The NRC assessed and evaluated the performance and effectiveness of the Board and Board Committees as a whole and the contribution of each individual Director.</p> <p>The areas covered in the annual assessment criteria of the Board and Board Committees and individual Directors are as follows:-</p> <table border="1"> <thead> <tr> <th>Evaluation</th> <th>Assessment Criteria</th> </tr> </thead> <tbody> <tr> <td>Board and Board Committees as a whole</td> <td> <ul style="list-style-type: none"> <li>• Role of the Chairman and Managing Director/Executive Director</li> <li>• Board balance, size and composition</li> <li>• Board structure and procedures</li> <li>• Relationship of the Board to Management</li> <li>• Quality and supply of information to the Board/Board's Committees</li> <li>• Access to information &amp; advice</li> <li>• Accountability for financial reporting, internal control and sustainability risk and opportunities</li> <li>• Relation with Auditors/Shareholders/Investors</li> <li>• Use of Board Committees</li> <li>• Directors' training</li> </ul> </td> </tr> <tr> <td>AC</td> <td> <ul style="list-style-type: none"> <li>• Composition and quality</li> <li>• Oversight of the financial reporting process, including internal controls</li> <li>• Understanding the business, including risk and control environment</li> <li>• Access to information &amp; advice</li> <li>• Oversight of audit functions</li> <li>• Compliance with corporate governance</li> </ul> </td> </tr> </tbody> </table>	Evaluation	Assessment Criteria	Board and Board Committees as a whole	<ul style="list-style-type: none"> <li>• Role of the Chairman and Managing Director/Executive Director</li> <li>• Board balance, size and composition</li> <li>• Board structure and procedures</li> <li>• Relationship of the Board to Management</li> <li>• Quality and supply of information to the Board/Board's Committees</li> <li>• Access to information &amp; advice</li> <li>• Accountability for financial reporting, internal control and sustainability risk and opportunities</li> <li>• Relation with Auditors/Shareholders/Investors</li> <li>• Use of Board Committees</li> <li>• Directors' training</li> </ul>	AC	<ul style="list-style-type: none"> <li>• Composition and quality</li> <li>• Oversight of the financial reporting process, including internal controls</li> <li>• Understanding the business, including risk and control environment</li> <li>• Access to information &amp; advice</li> <li>• Oversight of audit functions</li> <li>• Compliance with corporate governance</li> </ul>
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	<ul style="list-style-type: none"> <li>• External Auditors</li> <li>• Staying abreast on issues</li> <li>• Report and recommendations</li> </ul>
Executive Directors	<ul style="list-style-type: none"> <li>• Financial</li> <li>• Strategic and sustainability</li> <li>• Product development</li> <li>• Conformance &amp; compliance</li> <li>• Stakeholders' relations</li> <li>• Employees training and development</li> <li>• Succession planning</li> <li>• Personal input to the role</li> </ul>
Non-Executive Chairman/Directors	<ul style="list-style-type: none"> <li>• Attendance at Board and Board Committees' meetings</li> <li>• Adequate preparation for Board and/or Board Committees' meetings/Key responsibilities of the Chairman</li> <li>• Regular contribution to Board/Board Committee meetings</li> <li>• Personal input to the role</li> </ul>

The evaluations undertaken by the NRC during the FYE 2022 are as summarised below:

- Evaluated the balance of skills, knowledge and experience of the Board. Carried out the assessment and rating of each Director's performances against the criteria as set out in the annual assessment form. The performance of Non-Executive Directors was also carefully considered, including whether they could devote sufficient time to the role.
- Undertaken an effectiveness evaluation exercise of the Board and its Committees as a whole with the objective of assessing its effectiveness.
- Assessed and recommended to the Board for approval on the re-election of Directors who were due to retire at the forthcoming AGM pursuant to the Company's Constitution.
- Reviewed and assessed the independence of the Independent Directors of the Company.
- Reviewed and evaluated the independence of Independent Directors who have served the Board for a cumulative term of more than nine (9) years pursuant to the MCGG.
- Reviewed and assessed the performance of AC.

<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 had through the NRC, established a formal and transparent Remuneration Policy to attract and retain Directors and Senior Management of the Company.</p> <p>The Remuneration Policy is available at the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a>.</p> <p>The Board will determine the level of remuneration of Board Members, taking into consideration the recommendations of the NRC for executive Board Members and/or the Group MD. The remuneration of Group MD and Executive Directors are rewarded on performance based.</p> <p>Non-Executive Directors of the Company will be paid a basic fee as ordinary remuneration based on their responsibilities in Committees and the Board, their attendance and/or special skills and expertise they bring to the Board. The fee shall be fixed in sum and not by a commission on or percentage of profits or turnover.</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>	:		
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### 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 composition of the NRC is as follows:-</p> <ul style="list-style-type: none"><li>• Chong Lee Chang, Chairman</li><li>• Ho Lee Chen, Member</li><li>• Chia Mak Hooi, Member</li><li>• Ir. Haji Omar Bin Mat Piah, Member</li></ul> <p>The NRC is principally responsible for the development and review of the remuneration policy and packages of the Acting Group MD and Executive Directors including Board Members, where necessary, and subsequently furnishes their recommendations to the Board on specific adjustments in remuneration to commensurate the respective contributions of the Executive Directors.</p> <p>The NRC is also responsible to ensure that the remuneration package and benefits of the Board and the Key Management of the Group are benchmarked with industry standards in light of the Group's performance in the industry.</p> <p>Each Director shall abstain from the deliberation and voting on matters pertaining to their own remuneration.</p> <p>The Terms of Reference of NRC is available on the Company's corporate website, <a href="http://www.eita.com.my">www.eita.com.my</a>.</p>
<b>Explanation for departure</b>	:	

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

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

**Intended Outcome**

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 detailed disclosure of the Directors' remuneration received during the FYE 2022 on named basis are as follows:



No	Name	Directorate	Company ('000)							Group ('000)						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Dato' Siow Kim Lun	Independent Non-Executive Chairman	73.2	1.2	-	-	-	-	74.4	73.2	1.2	-	-	-	-	74.4
2	Fu Wing Hoong (Demised on 29 October 2022)	Group Managing Director	-	62.6	944.6	130.3	30.7	287.9	1,456.1	75.8	62.6	944.6	130.3	30.7	653.7	1,897.7
3	Lim Joo Swee	Acting Group Managing Director	-	36.0	685.2	94.5	-	200.0	1,015.7	57.8	50.4	685.2	94.5	35.2	547.7	1,470.8
4	Lee Peng Sian	Executive Director	-	-	-	-	-	-	-	51.0	12.0	510.2	26.6	35.2	117.5	752.5
5	Chong Yoke Peng (Alternate Director to Lee Peng Sian)	Alternate Director	-	-	-	-	-	-	-	24.0	12.0	525.6	72.5	31.2	270.0	935.3
6	Chia Mak Hooi	Non-Independent Non-Executive Director	59.4	-	-	-	-	-	59.4	77.4	-	-	-	-	-	77.4
7	Chia Seong Pow (Alternate Director to Chia Mak Hooi)	Alternate Director	-	-	-	-	-	-	-	24.0	-	-	-	-	-	24.0
8	Chong Lee Chang	Senior Independent Non-Executive Director	66.3	1.2	-	-	-	-	67.5	66.3	1.2	-	-	-	-	67.5
9	Ho Lee Chen	Independent Non-Executive Director	66.3	1.2	-	-	-	-	67.5	66.3	1.2	-	-	-	-	67.5

10	Ir. Haji Omar Bin Mat Piah	Independent Non-Executive Director	66.3	1.2	-	-	-	-	67.5	66.3	1.2	-	-	-	-	67.5
11	Fu Mun Win <i>(Appointed on 1 December 2022)</i>	Non-Independent Non-Executive Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Fu Jia Lik <i>(Appointed on 1 December 2022)</i>	Alternate Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
14	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here
15	Input info here	Choose an item.	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here	Input info here

### Intended Outcome

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

### Practice 8.2

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

<b>Application</b>	:	Departure												
<b>Explanation on application of the practice</b>	:													
<b>Explanation for departure</b>	:	<p>Due to confidentiality and sensitivity of the remuneration package of Senior Management as well as security concerns, the Board opts not to disclose the Senior Management's remuneration components on named basis in the bands of RM50,000.00.</p> <p>The Board is of the view that the disclosure of the Senior Management's remuneration components would not be in the best interest of the Company given the competitive human resources environment as such disclosure may give rise to recruitment and talent retention issues.</p> <p>Alternatively, the Board is of the opinion that the disclosure of Senior Management's aggregated remuneration on an unnamed basis in the bands of RM50,000 is adequate.</p> <table border="1" data-bbox="555 1368 1406 1597"> <thead> <tr> <th rowspan="2">Range of Remuneration</th> <th>Group</th> </tr> <tr> <th>No. of Senior Management</th> </tr> </thead> <tbody> <tr> <td>RM250,001 to RM300,000</td> <td>3</td> </tr> <tr> <td>RM300,001 to RM350,000</td> <td>1</td> </tr> <tr> <td>RM400,001 to RM450,000</td> <td>1</td> </tr> <tr> <td>RM600,001 to RM650,000</td> <td>1</td> </tr> </tbody> </table>		Range of Remuneration	Group	No. of Senior Management	RM250,001 to RM300,000	3	RM300,001 to RM350,000	1	RM400,001 to RM450,000	1	RM600,001 to RM650,000	1
Range of Remuneration	Group													
	No. of Senior Management													
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RM600,001 to RM650,000	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>	:	Chairperson of the AC - Ms. Ho Lee Chen, Independent Non-Executive Director  Chairman of the Board - Dato' Siow Kim Lun, Independent Non-Executive Chairman  The positions of Board Chairman and AC Chairperson are assumed by different individuals which allow the Board and AC to objectively review their findings and recommendations. This is also to ensure that the Board's review of the AC's findings and recommendations are not impaired.  The Terms of Reference of the AC is available on the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a> .	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		

**Intended Outcome**

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>The policy which requires a former partner of the external audit firm of the Company to observe a cooling-off period of at least three (3) years before being appointed as a member of the AC is incorporated in the Terms of Reference of the AC.</p> <p>No former partner of the external audit firm has been appointed to the Board/AC.</p> <p>The Terms of Reference of the AC is available at the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a>.</p>	
<b>Explanation for departure</b>	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
<b>Measure</b>	:		
<b>Timeframe</b>	:		



### Intended Outcome

There is an effective and independent Audit Committee.

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

### Practice 9.3

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board had established the External Auditors Assessment Policy ("EA Assessment Policy") together with an annual performance evaluation form. The EA Assessment Policy aims to outline the guidelines and procedures for the AC to review, assess and monitor the performance, suitability and independence of the External Auditors.</p> <p>The External Auditors are precluded from providing any services that may impair their independence or conflict with their role as External Auditors.</p> <p>The AC shall carry out an annual performance assessment of the External Auditors and may request the Executive Directors and Chief Financial Officer to provide feedback/inputs for conducting the assessment.</p> <p>The annual evaluation form provides a checklist for the AC to carry out a formal review of the independence, effectiveness and efficiency of the External Auditors of the Company that consider amongst others: -</p> <ul style="list-style-type: none"><li>• Adequacy of resources and experience of the audit firm;</li><li>• Quality processes of the audit firm;</li><li>• Competency of audit engagement team;</li><li>• Audit governance and independence;</li><li>• Audit fee, scope and planning; and</li><li>• Audit communications.</li></ul> <p>The AC had, with the relevant input from the Executive Directors and the Chief Financial Officer, assessed the performance of the External Auditors.</p> <p>The Board, having considered the AC's recommendation and feedback, recommended the re-appointment of the External Auditors for the financial year ending 30 September 2023 for shareholders' approval 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**

There is an effective and independent Audit Committee.

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

**Practice 9.4 - Step Up**

The Audit Committee should comprise solely of Independent Directors.

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

## 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>The AC members possess the necessary skills and knowledge to discharge their duties in accordance with the Terms of Reference of the AC. The AC Chairman and a majority of the AC Members are financially literate and they are able to understand matters under the purview of the AC including the financial reporting process.</p> <p>They are expected to devote sufficient time to update their knowledge and enhance their skills through appropriate continuing education programmes, so as to enable them to sustain their active participation during deliberations.</p> <p>All AC members had kept themselves abreast of relevant development in accounting and auditing standards, practices and rules.</p> <p>In addition, during the AC Meetings, the members were also briefed by the External Auditors on the following key areas:-</p> <ul style="list-style-type: none"><li>• Financial Reporting developments;</li><li>• Adoption of Malaysian Financial Reporting Standards; and</li><li>• Other changes in regulatory environment.</li></ul>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	

<b>Timeframe</b>	:		
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### 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 Group has in place a structured risk management and internal control framework to identify, evaluate, control, monitor and report the principal business risks faced by the Group on an on-going basis.</p> <p>The Board has received assurance from the Acting Group MD and Chief Financial Officer that the Group's risk management and internal control systems are operating adequately and effectively, in all material aspects, based on the risk management and internal control system of the Group during the FYE 2022.</p> <p>Details of the Group's risk management and internal control framework are set out in the Statement of on Risk Management and Internal Control of the AR 2022.</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 make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

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

### Practice 10.2

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board has delegated tasks of monitoring the internal control and risk management systems to the Management team. The systems of internal control and risk management are subjected to regular evaluations on their adequacy and effectiveness by the Management team. Any significant risks and mitigating responses are communicated to the Board through the AC to ensure continuing relevance and compliance with current/applicable laws and regulations. The AC assists the Board to review the adequacy and effectiveness of the systems of internal control and risk management in the Group and ensures that appropriate methods and procedures are used to obtain the level of assurance required by the Board.</p> <p>Details of the Group's risk management and internal control framework are set out in the Statement of on Risk Management and Internal Control of the AR 2022.</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 make informed decisions about the level of risk they want to take and implement necessary controls to pursue their objectives.

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

**Practice 10.3 - Step Up**

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

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



## Intended Outcome

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

### Practice 11.1

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The Board has established the Internal Auditors Assessment Policy (“IA Assessment Policy”) together with an annual performance evaluation form. The IA Assessment Policy outlines the guidelines and procedures for the AC to review, assess and monitor the performance, suitability and independence of the Internal Auditors.</p> <p>The Internal Auditors are precluded from providing any services that may impair their independence or conflict with their role as Internal Auditors.</p> <p>The AC shall carry out annual performance assessment of the Internal Auditors and may request the Executive Directors and Chief Financial Officer to provide feedback / inputs for conducting the assessment.</p> <p>The annual evaluation form provides a checklist for the AC to carry out a formal review of the independence, effectiveness and efficiency of the Internal Auditors of the Company.</p> <p>To ensure that the responsibilities of Internal Auditors are fully discharged, the AC evaluated the performance of the Internal Auditors for the FYE 2022 upon such evaluation criteria as set out in its Internal Auditors Annual Assessment Form, amongst others, the following were some of the criteria reviewed by the AC:-</p> <ul style="list-style-type: none"><li>(a) Adequacy of resources and experience of the internal audit firm;</li><li>(b) Quality processes of the internal audit firm;</li><li>(c) Competency of the engagement team;</li><li>(d) Governance and independence;</li><li>(e) Internal audit fee, scope and planning; and</li><li>(f) Internal audit reports and communications.</li></ul> <p>The AC concluded its assessment that the Internal Auditors have sufficient experience and resources to satisfy their Terms of Reference and adequately deliver the quality services to the Company and its subsidiaries.</p> <p>The results of the audits as disclosed in the Internal Audit Reports together with Senior Management’s response and proposed action plans were reviewed by the AC. The relevant Senior Management were</p>

	<p>made responsible for ensuring that corrective actions on reported weaknesses were taken within the required timeframes.</p> <p>The internal audit functions and activities carried out during the FYE 2022 are as disclosed in the AC Report in the AR 2022.</p>	
<b>Explanation for departure</b>	:	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

## Intended Outcome

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

### Practice 11.2

The board should disclose–

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The internal audit function has been outsourced to an independent professional firm (“Internal Auditors”) to provide independent assurance and serves to assists the Group to provide an adequate and effective internal control system and reports directly to the AC. The activities of the Internal Auditors were guided by the Annual Internal Audit Plan approved by the AC.</p> <p>The audit personnel from the Internal Auditors are free from any relationships or conflicts of interest, which could impair objectivity and independence.</p> <p>The Internal Auditors use the Committee of Sponsoring Organisations of the Treadway Commission (COSO) Internal Control – Integrated Framework as a basis for evaluating the effectiveness of the internal control system.</p> <p>The internal Auditors make reference to the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors. The Internal Auditors ensure that its staff are professionally guided and trained to develop the appropriate competencies to perform their duties during the internal audit review.</p> <p>The number of audit staff deployed for each internal audit review ranges from 3 to 4 per visit. The lead internal audit team performing the audit for the Group for the year under review consists of:</p> <p>(a) So Hsien Ying, a Certified Internal Control Professional (US), Master in Business Administration (Finance) (Hull), BSc Economics (Hons) (London), a permanent member of The Internal Control Institute (US), Member of Malaysian Alliance of Corporate Directors and Associate, Member of IIAM with 28 years of experience in business process improvement, internal control review, internal audit and risk management.</p>

	<p>(a) Yap Sau Peng, a Certified Internal Auditor (CIA), member of the Malaysian Institute of Accountants (MIA), Professional Member of The Institute Internal Auditors Malaysia (CMIIA), Master of Business Administration with 19 years of experience in business process improvement, internal control review, internal audit and risk management.</p> <p>The AC had on 24 November 2022 evaluated the performance of the Internal Auditors for the FYE 2022 upon such evaluation criteria as set out in its Annual Assessment Form, amongst others, the following were some of the criteria reviewed by the AC:</p> <p>(a) Adequacy of resources and experience of the internal audit firm;  (b) Quality processes of the internal audit firm;  (c) Competency of the engagement team;  (d) Governance and independence;  (e) Internal audit fee, scope and planning; and  (f) Internal audit reports and communications.</p> <p>The AC collectively carried out the assessment with the relevant input from the Executive Directors and the Chief Financial Officer.</p> <p>In conclusion, the AC was of the view that:</p> <ul style="list-style-type: none"> <li>• The Internal Auditors have sufficient experience and resources to satisfy their terms of reference; and</li> <li>• The Internal Auditors have sufficient resources to adequately deliver quality services to the Group.</li> </ul>
<p><b>Explanation for departure</b> :</p>	
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>	
<p><b>Measure</b> :</p>	
<p><b>Timeframe</b> :</p>	

### Intended Outcome

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

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

### Practice 12.1

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 Group recognises the importance of being transparent and accountable to its stakeholders and as such, maintains an active and constructive communication policy that enables the Board to communicate effectively with investors, financial community and the public.</p> <p>The Board has formalised and adopted a Corporate Disclosure Policy to promote comprehensive, accurate and timely disclosure pertaining to the Company and the Group's matters to regulators, shareholders and stakeholders.</p> <p>The Group leverages on several formal channels for effective dissemination of information to shareholders and other stakeholders, particularly through Annual Report, quarterly financial results, announcements to Bursa Securities, circulars, Annual and Extraordinary General Meetings and the Company's website so that the shareholders are constantly kept abreast on the Group's progress and developments.</p> <p>The Group has also utilised information technology to broadly and effectively disseminate information across all external communications, the Group has made available the Quarterly Reports and all other announcements made to Bursa Securities on the Company's corporate website, <a href="http://www.eita.com.my">www.eita.com.my</a>, where shareholders can access information under the 'Investor Relations' tab.</p> <p>With the progressive interest and heightened investor awareness of the greater need for accountability and transparency, the Board places great importance in maintaining active dialogue and effective communication with shareholders and investors to enable them to make informed investment decisions. As part of the Group's commitment toward this objective, experienced Senior Management personnel are directly involved in the Group's investor relations activities. With the active involvement of the Senior Management personnel, the investment community is assured of views and information on the Group that is appropriate, accurate and timely.</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>	:	The notice of the Twenty-Sixth AGM ("26 <sup>th</sup> AGM") of the Company held on 25 February 2022 was sent to the shareholders on 27 January 2022, which was more than 28 days prior to the date of the 26 <sup>th</sup> AGM. This has given sufficient time to shareholders to review the Annual Report and consider the resolutions for any questions they might wish to raise at the 26 <sup>th</sup> AGM.  Moreover, the Notice of the 27 <sup>th</sup> AGM of the Company scheduled to be held on 24 February 2023 was sent to the shareholders on 19 January 2023, which was also more than 28 days prior to the date of the 27 <sup>th</sup> AGM.	
<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>Given concerns surrounding the outbreak of COVID-19, the guidance issued by the Securities Commission Malaysia and the standard operating procedure regarding physical distancing issued by the Ministry of Health, the Company has conducted its 26<sup>th</sup> AGM by way of a fully virtual meeting and entirely via remote participation and voting using Remote Participation and Voting Facilities (“RPV”).</p> <p>All Directors and Chairmen of the Board Committees attended the 26<sup>th</sup> AGM to provide a response to questions posted by shareholders. The Senior Management and External Auditors were also in attendance to respond to the shareholders' queries.</p> <p>During the proceedings of the 26<sup>th</sup> AGM, the Chairman ensures that the shareholders were given the opportunity to comment or raise issues and questions whether pertaining to issues on the agenda, the annual report, Group's strategy or developments in the Group. All questions raised by the shareholders were answered and addressed accordingly.</p>
<b>Explanation for departure</b>	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
<b>Measure</b>	:	
<b>Timeframe</b>	:	

### Intended Outcome

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

### Practice 13.3

Listed companies should leverage technology to facilitate–

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

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

<b>Application</b>	:	Applied
<b>Explanation on application of the practice</b>	:	<p>The 26<sup>th</sup> AGM of the Company was held on a fully virtual basis and entirely via RPV on 25 February 2022. The forthcoming 27<sup>th</sup> AGM scheduled to be held on 24 February 2023 will also be held on a fully virtual and entirely via RPV.</p> <p>This allows the shareholders to participate in the AGM while at the same time, following the health guidance issued by the Government of Malaysia of not having a mass gathering and practicing social distancing to curb the spread of COVID-19. The conduct of meetings by way of fully virtual is also strongly encouraged by the Securities Commission Malaysia.</p> <p><u>Remote shareholders' participation in General Meetings</u> Shareholders are able to attend, speak (including posing questions to the Company/Board of Directors) and vote remotely at the AGM without being physically present at the meeting venue. Shareholders may also appoint proxies to participate on his/her behalf by submitting the duly executed proxy form to the Company's share registrar in hard copy or by electronic means.</p> <p><u>Voting in absentia</u> For shareholders who are unable to attend the meetings remotely, they may exercise their voting rights by appointing the Chairman of the meeting as his/her proxy with a pre-determined proxy form.</p> <p>Shareholders will be allowed to cast their votes via an online platform from the time of the meeting until the time when the Chairman of the meeting announces the completion of the voting session.</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

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

## Practice 13.4

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

<i>Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to.</i>	
<b>Application</b> :	Applied
<b>Explanation on application of the practice</b> :	<p>The Chairman ensures that the general meetings cater to an important opportunity for effective communication with, and constructive feedback from the shareholders.</p> <p>Shareholders were encouraged to submit their questions before the 26<sup>th</sup> AGM at <a href="https://tiih.online">https://tiih.online</a> or post the questions using the query box facility during the 26<sup>th</sup> AGM. In addition, upon commencement of the 26<sup>th</sup> AGM, the Chairman duly advised the shareholders that they were allowed and encouraged to submit their questions or queries in the query box of RPV throughout the 26<sup>th</sup> AGM.</p> <p>The Company facilitated and encouraged shareholder participation at its 26<sup>th</sup> AGM. The meeting provides an update for the shareholders on the Group's performance and offers an opportunity for shareholders to ask questions and vote. The Board Chairman and/or the Group MD read out and answered the relevant questions received.</p> <p>All the Directors, Senior Management and External Auditors also attended the 26<sup>th</sup> AGM to respond to questions posted by shareholders.</p>
<b>Explanation for departure</b> :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
<b>Measure</b> :	
<b>Timeframe</b> :	

### Intended Outcome

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

### Practice 13.5

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

<i>Note: The explanation of adoption of this practice should include a discussion on measures undertaken to ensure the general meeting is interactive, shareholders are provided with sufficient opportunity to pose questions and the questions are responded to. Further, a listed issuer should also provide brief reasons on the choice of the meeting platform.</i>	
<b>Application</b> :	Applied
<b>Explanation on application of the practice</b> :	<p>The Board has engaged the Company’s Share Registrar, Tricor Investor &amp; Issuing House Services Sdn. Bhd. (“TIIH”) for Registration and Electronic Poling Services. TIIH has a vast amount of experience in conducting a fully virtual meeting. Moreover, efficiency is guaranteed as TIIH holds up to date records of the Company shareholders.</p> <p>The detailed procedures to participate in the meeting remotely were provided to the shareholders in the Administrative Guide for the 26<sup>th</sup> AGM sent via email and by ordinary post and the same were also published on the Company’s corporate website.</p> <p>TIIH has in place a meeting platform that allows shareholders to participate online, using a smartphone, tablet or computer as well as view live webcast of the meeting.</p> <p>As mentioned above, real time submission of typed texts was also available to encourage interactive participation from the shareholders. The number of questions answered during the meeting had evidenced a successful virtual 26<sup>th</sup> AGM with active participation by the shareholders.</p>
<b>Explanation for departure</b> :	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>	
<b>Measure</b> :	

<b>Timeframe</b>	:		
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### 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>	: Departure
<b>Explanation on application of the practice</b>	:
<b>Explanation for departure</b>	: The minutes of the 26 <sup>th</sup> AGM were not circulated to the shareholders, however, the Summary of Key Matters discussed at the 26 <sup>th</sup> AGM was published on the Company's corporate website at <a href="http://www.eita.com.my">www.eita.com.my</a> .
<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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