

CORPORATE GOVERNANCE REPORT

STOCK CODE : 0243
COMPANY NAME : CENGILD MEDICAL BERHAD
FINANCIAL YEAR : June 30, 2025

OUTLINE:

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

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

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

SECTION A – DISCLOSURE ON MALAYSIAN CODE ON CORPORATE GOVERNANCE

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

Intended Outcome

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

Practice 1.1

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

Application	:	Applied
Explanation on application of the practice	:	Cengild Medical Berhad ("Cengild Medical" or "Company") and its subsidiaries ("Group") is led by the Board of Directors ("Board"). The Board is collectively responsible for: (a) setting the Group's strategic aims to ensure that necessary resources are in place for the Group to meet its objectives and review its management's performance and affairs of the Group; (b) promoting the Group's values and standards; and (c) ensuring the Group's obligations to its shareholders and other stakeholders are understood and fulfilled. The Company has adopted the Board Charter and the roles and responsibilities of the Board is set out in Section 3.1 of the Board Charter. In discharging its roles and responsibilities, the Board has set up the following Board Committees, each with distinct functions and responsibilities: (a) Audit and Risk Management Committee ("ARMC"); (b) Nominating Committee ("NC"); (c) Remuneration Committee ("RC"), and (c) Long Term Incentive Plan Committee ("LTIPC"). The roles and responsibilities of the Board and the respective Board Committees are set out in the Board Charter and the respective Terms of References of the Board Committees, which are available on the Company's website at http://cengild.com/corporate-governance/.

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

Intended Outcome

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

Practice 1.2

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

Application	:	Applied
Explanation on application of the practice	:	The Board is led by Dato' Dr. Tan Huck Joo, being the Executive Chairman of the Company. The Chairman is elected by the Board members to provide leadership at Board level and represents the Board to the shareholders and other stakeholders. The Chairman is responsible for ensuring the effectiveness of the Board and promoting the highest standards of integrity, probity and corporate governance throughout the Group. The responsibility of the Chairman, amongst others, are as follows: (a) setting the Board agenda and ensuring that Board members receive complete and accurate information in a timely manner; (b) leading the Board in establishing and monitoring good corporate governance practices within the Group; (c) leading Board meetings and discussions and acting as a facilitator at Board and ensuring appropriate level of interaction among Board members; (d) encouraging active participation at Board meetings and allowing dissenting views to be freely expressed; (e) promoting constructive and respectful relations between Directors and senior management; (f) ensuring compliance with all relevant regulations and legislation; and (g) representing the Board to shareholders and ensuring appropriate steps are taken to provide effective communication with stakeholders and that their views are communicated to the Board as a whole. The Board Charter is available on the Company's website at http://cengild.com/corporate-governance/. The Chairman plays an active role in ensuring that all Directors of the Company and key senior management of the Group are given an opportunity to contribute to discussions.

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

Intended Outcome

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

Practice 1.3

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

Application	:	Applied
Explanation on application of the practice	:	The positions of Chairman and Group Chief Executive Officer ("GCEO") are held by two (2) different individuals. The Chairman, Dato' Dr. Tan Huck Joo, leads and manages the Board by ensuring the effectiveness and promoting the highest standards of integrity, probity, and corporate governance throughout the Group, whereas the GCEO, Ms Lee Wai Fern ("Ms Stephanie Lee"), manages the day-to-day business operations of the Group. Ms Stephanie Lee was appointed as the GCEO on 1 November 2024 after retirement of Ms Yap Soh Kim on 1 November 2024 as acting CEO. The Board is of the view that the distinct and separate roles of the Chairman and GCEO, held by two (2) different individuals, have clearly defined roles and responsibilities. The roles and responsibilities of the Chairman and GCEO are set out in the Board Charter, which is available on the Company's website at http://cengild.com/corporate-governance/.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 1.4

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

Application	:	Applied
Explanation on application of the practice	:	The Board is supported by two (2) Company Secretaries who possess the requisite credentials and are qualified Chartered Secretaries under Section 235(2) of the Companies Act 2016. The Directors have ready and unrestricted access to the advice and services of the Company Secretaries to enable them to discharge their duties effectively. The Board is regularly updated and advised by the Company Secretaries on new statutory and regulatory requirements, as well as the resultant implications to the Group and the Directors in relation to their duties and responsibilities. The Company Secretaries ensure that deliberations at Board and Board Committees' meetings are well documented and subsequently communicated to the relevant Management for appropriate actions. The Company Secretaries have undertaken continuous professional development by attending training during the year under review. The Board is satisfied with the performance and support rendered by the Company Secretaries to the Board in discharging its functions.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 1.5

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

Application	:	Applied	
Explanation on application of the practice	:	The notice of Board Meeting, details of the agenda and the supporting Board Meeting papers were prepared and circulated at least five (5) business days prior to each Board Meeting to ensure that the Directors have sufficient time and information in order to facilitate meaningful deliberation and to make an informed decision at each meeting. All pertinent issues discussed, decisions and conclusions including dissenting views made, inquiries or responses, members' suggestions, including whether or not any Director has abstained from voting or deliberating on a particular matter at the Board and/or Board Committees' meetings as well as any required actions to be taken by responsible parties, are recorded in the minutes by the Company Secretaries in attendance. Minutes of meetings are circulated to all members of the Board in a timely manner and minutes of each Board Meeting are kept at the registered office and are made available for inspection by any Director during office hours.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 2.1

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

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

Application	:	Applied
Explanation on application of the practice	:	The Board has adopted the Board Charter which articulates the respective roles and responsibilities of the Board, Chairman, GCEO, Executive and Non-Executive Directors, and Company Secretary, as well as the matters reserved for the Board's deliberation and decision. The Board Charter is subject to review as and when it is necessary, in order to ensure the practices of the Group is in line with latest changes in Malaysian Code on Corporate Governance ("MCCG"). The Board Charter is available on the Company's website at http://cengild.com/corporate-governance/.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

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

Practice 3.1

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

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

Application	:	Applied	
Explanation on application of the practice	:	The Board has established and adopted a Code of Conduct and Ethics (“Code”) for all Directors and employees of the Group to ensure that the business operations are conducted with integrity, transparency and in a responsible manner. The Code outlines the proper dealings in terms of business and employee conduct. It provides the policy and procedures which uphold integrity in corporate governance compliance measures, including but not limited to compliance with laws and regulations, managing conflict of interest, anti-bribery and corruption, and anti-money laundering. The Board reviews the Code when it is necessary to ensure its relevance and appropriateness. A copy of the Code is available on the Company’s website at http://cengild.com/corporate-governance/.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 3.2

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

Application	:	Applied	
Explanation on application of the practice	:	The Company has adopted a Policy for Whistleblowing to provide an avenue for all Directors, employees of the Group and other stakeholders to report genuine concerns in relation to breach of a legal obligation, miscarriage of justice, danger to health and safety or the environment and any cover-up of such matters in the workplace, without the risk of reprisal, separation, demotion, suspension, or loss of benefits. The Policy for Whistleblowing will be reviewed from time to time to ensure its relevance and is available on the Company’s website at http://cengild.com/corporate-governance/.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.1

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

Application	:	Applied																									
Explanation on application of the practice	:	The Board currently consist of five (5) Directors which comprise of one (1) Executive Chairman, one (1) Executive Director and three (3) Independent Non-Executive Directors, details of which are as follows: <table border="1"> <thead> <tr> <th>No.</th> <th>Name</th> <th colspan="2">Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Dato' Dr. Tan Huck Joo</td> <td colspan="2">Executive Chairman</td> </tr> <tr> <td>2.</td> <td>Dr. Mohamed Akhtar Bin Mohamed Ditali Qureshi</td> <td colspan="2">Executive Director</td> </tr> <tr> <td>3.</td> <td>Dr. Chong Su-Lin</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> <tr> <td>4.</td> <td>Dr. Azrina Binti Abu Bakar</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> <tr> <td>5.</td> <td>Dr. Yap Tat Hiung</td> <td>Independent Director</td> <td>Non-Executive</td> </tr> </tbody> </table> The Independent Directors constituted 60% of the Board.		No.	Name	Designation		1.	Dato' Dr. Tan Huck Joo	Executive Chairman		2.	Dr. Mohamed Akhtar Bin Mohamed Ditali Qureshi	Executive Director		3.	Dr. Chong Su-Lin	Independent Director	Non-Executive	4.	Dr. Azrina Binti Abu Bakar	Independent Director	Non-Executive	5.	Dr. Yap Tat Hiung	Independent Director	Non-Executive
No.	Name	Designation																									
1.	Dato' Dr. Tan Huck Joo	Executive Chairman																									
2.	Dr. Mohamed Akhtar Bin Mohamed Ditali Qureshi	Executive Director																									
3.	Dr. Chong Su-Lin	Independent Director	Non-Executive																								
4.	Dr. Azrina Binti Abu Bakar	Independent Director	Non-Executive																								
5.	Dr. Yap Tat Hiung	Independent Director	Non-Executive																								
Explanation for departure	:																										
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>																											
Measure	:																										
Timeframe	:																										

Intended Outcome

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

Practice 4.2

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 justify and seek annual shareholders' approval. If the board continues to retain the independent director after the twelfth year, the board should seek annual shareholders' approval through a two-tier voting process.

Application	:	Applied	
Explanation on application of the practice	:	None of the Independent Directors exceeds a cumulative term of nine (9) years.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.3 - Step Up

The board has a policy which limits the tenure of its independent directors to nine years.

Application	:	Not Adopted
Explanation on adoption of the practice	:	

Intended Outcome

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

Practice 4.4

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.

Application	:	Applied	
Explanation on application of the practice	:	In identifying and nominating candidates to fill Board vacancies when they arise, for the appointment of additional new Director, or for the replacement of key senior management, the NC sources for candidates, normally through the recommendations from Directors, major shareholders, and independent sources. The NC evaluates candidates based on, amongst others, their skills, knowledge, competency, experience, time commitment, character, professionalism, and integrity. The Board believes that diversity in skills and experience is fundamental to good governance and enhances the effectiveness of Board deliberation. The Board consists of qualified individuals with diverse experience, backgrounds, and perspectives, who have demonstrated commitment to the Company through their attendance at meetings and deliberations at the same. The composition and size of the Board is to facilitate informed and critical decision-making. The Executive Directors are complemented by the experience and independent views of their Independent Non-Executive Directors, who are professionals in the field of finance, accounting, administration, strategic management and healthcare sector. The mix of skills and experience is vital in directing and supervising the Group’s overall business activities in light of the increasing challenging economic and operating environment in which the Group operates.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.5

The board discloses in its annual report the company's policies on gender diversity, its targets and measures to meet those targets. For Large Companies, the board must have at least 30% women directors.

Application	:	Applied	
Explanation on application of the practice	:	Currently, the Board consists of five (5) Directors and there are two (2) of whom are female Directors, namely Dr. Chong Su-Lin and Dr. Azrina Binti Abu Bakar, which represent 40% of the Board composition.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 4.6

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.

Application	:	Applied
Explanation on application of the practice	:	The Board Charter and Terms of Reference of the NC set out the process by which members are appointed to the Board. The NC is responsible for assessing proposed candidates based on selection criteria expected of a Director and making recommendations to the Board if the proposed candidates are found to be suitable. The decision on appointment of new Directors rests with the Board after considering the NC's recommendation. In practice, upon the need to seek for a candidate for appointment of a Director, the NC, with the assistance of the Management, will source candidates via recommendations from existing Board members, Management or major shareholders. The NC shall also engage independent sources to identify suitably qualified candidates as and when necessary. The Board is of the view that this process has been working well towards enhancing the Board's effectiveness. Moreover, through the recommendations of familiar parties, the Board is to a certain extent assured of the integrity of the candidates for directorship. For candidates identified through independent sources, the skills, experience, age, cultural background, and gender of the candidate will be assessed.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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

Practice 4.7

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

Application	:	Applied	
Explanation on application of the practice	:	The NC comprise three (3) members, all of whom are Independent Non-Executive Directors. The Chairperson of the NC is Dr. Azrina Binti Abu Bakar, an Independent Non-Executive Director.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 5.1

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 and its outcome.

For Large Companies, the board engages independent experts periodically to facilitate objective and candid board evaluations.

Application	:	Applied	
Explanation on application of the practice	:	All assessments of the overall effectiveness of the Board, its Board Committees, and each individual Director for the FYE 2025 have been carried out. The Company has the procedure in place, through the NC, to conduct annual evaluation to determine the effectiveness of individual Directors, the Board as a whole, as well as the members of Board Committees through customised questionnaires which includes the followings: • Self-evaluation and evaluation of fellow Directors; • Evaluation on the effectiveness of the Board and Board Committee; and • Declaration of independence. At its meeting, the NC had gone through all the evaluation forms and reached a satisfactory conclusion on the overall effectiveness of the Board, its committee, and each individual Director. All assessments and evaluations carried out by the NC in discharging its duties have been documented in the minutes of meetings.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 6.1

The board has in place 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 policies and procedures are periodically reviewed and made available on the company's website.

Application	:	Applied	
Explanation on application of the practice	:	The Board has established a remuneration policy to determine the remuneration packages, taking into account the demands, complexities, and performance as well as skills and experience of the Directors and Senior Management. The remuneration policy applies to the Executive Directors, Non-Executive Directors, and Senior Management of the Group. The policy has been designed to support the Group’s key strategies and create a strong performance-oriented environment, in order to attract, motivate and/or retain talents of high calibre. The remuneration policy was approved and adopted by the Board on 22 August 2023 and is available on the Company’s website at http://cengild.com/corporate-governance/. A periodical review of the remuneration policy will be performed by the RC and any recommended revisions will be presented to the Board for approval.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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 6.2

The board has a Remuneration Committee to implement its policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of board and senior management.

The Committee has written Terms of Reference which deals with its authority and duties and these Terms are disclosed on the company's website.

Application	:	Applied
Explanation on application of the practice	:	The RC comprises three (3) members, all of whom are Independent Non-Executive Directors. The composition of the RC is as follows: • Dr. Chong Su-Lin (Independent Non-Executive Director) – Chairperson • Dr. Azrina Binti Abu Bakar (Independent Non-Executive Director) - Member • Dr. Yap Tat Hiung (Independent Non-Executive Director) - Member The RC is responsible for carrying out annual reviews, upon which recommendations are submitted to the Board on the overall remuneration policy for Directors and key Senior Management team, to ensure that the remuneration policy remains in support of its corporate objectives and shareholder value and is in tandem with its culture and strategy. The Terms of Reference of the RC is available on the Company's website, http://cengild.com/corporate-governance/.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		

Measure	:		
Timeframe	:		

Intended Outcome

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 7.1

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

Application	:	Applied	
Explanation on application of the practice	:	The detailed disclosure on named basis for the remuneration of individual Director has been disclosed in the Company’s Annual Report 2025.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

No.	Name	Directorate	Company							Group						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Dato' Dr. Tan Huck Joo	Executive Director	-	-	-	-	-	-	-	-	-	3,000	1,128	-	631	4,759
2	Dr. Mohamed Akhtar Bin Mohamed Ditali Qureshi	Executive Director	-	-	-	-	-	-	-	-	-	960	381	-	651	1,992
3	Mr. Kua Choo Kai (Resigned on 16 July 2025)	Independent Director	45	6	-	-	-	-	51	45	6	-	-	-	-	51
4	Dr. Chong Su-Lin	Independent Director	45	6	-	-	-	-	51	45	6	-	-	-	-	51
5	Dr. Azrina Binti Abu Bakar	Independent Director	45	6	-	-	-	-	51	45	6	-	-	-	-	51
6	Dr. Yap Tat Hiung (Appointed on 2 January 2025)	Independent Director	23	4	-	-	-	-	27	23	4	-	-	-	-	23

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 7.2

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

Application	:	Applied	
Explanation on application of the practice	:	The remuneration of the key senior management has been disclosed in the Company’s Annual Report 2025 in the bands of RM50,000.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

No.	Name	Position	Group					
			Salary	Allowance	Bonus	Benefits	Other emoluments	Total
1	Dr. Mustafa Mohammed Taher	Head of Department, Outpatient	4,500,001-4,550,000	-	-	-	-	4,500,001-4,550,000
2	Dr. Ramesh A/L K. Gurunathan	Head of Department, General Surgery and Upper GIT	1,150,001-1,200,000	-	-	-	550,001-600,000	1,750,001-1,800,000
3	Dr. Ong Siew Kuen	Head of Department, Medicine and Endoscopy	750,001-800,000	-	-	-	350,001-400,000	1,100,001-1,150,000
4	Ms. Stephanie Lee (appointed on 1 November 2024)	Group Chief Executive Officer	450,001-500,000	-	-	-	-	450,001-500,000
5	Ms. Yap Soh Kim (retired on 1 November 2024)	Acting Chief Executive Officer	100,001-150,000	-	-	-	-	100,001-150,000
6	Mr. John Lian Yoon Ahn (resigned on 9 May 2025)	Financial Controller	100,110 – 150,000					100,110 – 150,000
7	Ms. Cheah Wen Lih (resigned on 26 July 2024)	Financial Controller	20,001 – 25,000					20,001 – 25,000

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 7.3 - Step Up

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

Application	:	Not Adopted
Explanation on adoption of the practice	:	

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 8.1

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

Application	:	Applied
Explanation on application of the practice	:	The composition of the ARMC is as follows: • Dr. Yap Tat Hiung (Independent Non-Executive Director) - Chairman • Dr. Chong Su-Lin (Independent Non-Executive Director) - Member • Dr. Azrina Binti Abu Bakar (Independent Non-Executive Director) - Member The composition of the ARMC above complies with Rule 15.09 of the ACE Market Listing Requirements of Bursa Securities and MCCG. The Chairman of the ARMC, Dr. Yap Tat Hiung, is not the Chairman of the Board.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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 8.2

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

Application	:	Applied	
Explanation on application of the practice	:	As at to-date, none of the ARMC members are former key audit partner of the Company’s External Auditors. The ARMC recognises the importance of upholding independence of its External Auditors and ensuring that no possible Conflict of Interest arises. The Board has adopted and incorporated the policy that requires a former key audit partner to observe a cooling-off period of at least three (3) years before being appointed as a member of the ARMC in its Terms of Reference. The Board will adhere to the same when considering the appointment of an ARMC member in the future.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 8.3

The Audit Committee has policies and procedures to assess the suitability, objectivity and independence of the external auditor.

Application	:	Applied	
Explanation on application of the practice	:	Under the Terms of Reference of the ARMC, the ARMC is responsible to carry out an annual review of the performance of the External Auditors, including assessment of independence of the External Auditors in the performance of their obligations and to review the suitability of the External Auditors. In adhering to the policies and procedures adopted by the Company in assessing the suitability and independence of the External Auditors, the ARMC performed an annual assessment of the quality of audit which encompasses the performance and quality of the External Auditors and their independence, objectivity, and professionalism. The assessment process involved among others, evaluating the External Auditors' calibre, quality processes, audit team, audit scope, audit communication, audit governance and independence as well as the audit fees. In reviewing such services, the ARMC ensures that the independence and objectivity of the External Auditors are not compromised. The ARMC is satisfied with the suitability of the External Auditors of the Company based on the quality of audit, performance, competency, objectivity and independence, and sufficiency of resources provided to the Company.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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 8.4 - Step Up

The Audit Committee should comprise solely of Independent Directors.

Application	:	Applied
Explanation on adoption of the practice	:	The ARMC comprise wholly of Independent Non-Executive Directors.

Intended Outcome

There is an effective and independent Audit Committee.

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

Practice 8.5

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

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

Application	:	Applied	
Explanation on application of the practice	:	The ARMC members possess a wide range of necessary skills, knowledge, and experience, including governance, financial reporting, risk management, marketing, business development, veterinary, and corporate general management experience in discharging their duties. The qualifications and experience of the ARMC members are disclosed in the Profile of Directors section in the Company’s Annual Report 2025. Details of the training programmes attended by each ARMC members are disclosed in the Company’s Annual Report 2025.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 9.1

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

Application	:	Applied
Explanation on application of the practice	:	The Board has overall responsibility for risk governance and ensures that Group management maintains an effective risk management and internal control framework. The Board is well aware of the importance of a sound internal control and risk management framework in ensuring smooth operations and mitigating potential risks. The Company has Baker Tilly Monteiro Heng Governance Sdn. Bhd. ("BTMHG"), an independent Internal Audit firm to assist in formalising the Group's risk management framework and to provide assurance on the adequacy and integrity of the internal control system. The ARMC is responsible for reviewing the risk management framework and ensure that it aligns with the business objectives of the Group. The ARMC's roles include updating the Board on current major risks, potential risks identified, changes of risk profile and management action plans implemented to address those identified risks. The ARMC also reviews the clinical governance, quality framework and related reports, to ensure delivery of high quality and safe patient care across the Group in accordance with the appropriate standards. Annual assessment and periodic testing of the effectiveness of the risk management framework and internal control system are conducted, and the assessment results together with recommendations for improvements are reported to the Board.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	

Timeframe	:		
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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 9.2

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

Application	:	Applied	
Explanation on application of the practice	:	The key features of the risk management and internal control system together with its adequacy and effectiveness are described in the Annual Report 2025 under the Statement on Risk Management and Internal Control.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 9.3 - Step Up

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

Application	:	Applied
Explanation on adoption of the practice	:	The Board has established the ARMC with the aim to improve the efficiency and effectiveness of the Board in discharging its duties. The composition of the ARMC are as follows:- • Dr. Yap Tat Hiung (Independent Non-Executive Director) - Chairman • Dr. Chong Su-Lin (Independent Non-Executive Director) - Member • Dr. Azrina Binti Abu Bakar (Independent Non-Executive Director) - Member

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 10.1

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

Application	:	Applied	
Explanation on application of the practice	:	The responsibility for reviewing the adequacy and integrity of the system of internal control has been delegated by the Board to the ARMC. In turn, the ARMC is charged with the responsibility to assess the adequacy and integrity of the Group's system of internal control, and its compliance with the Group's policies and procedures through independent internal audit reviews. The Company has engaged BTMHG as its outsourced internal audit function of the Group to carry out the internal audit review work. BTMHG was selected out of a few qualified professional internal audit firms through a "request for proposal" and evaluation process. BTMHG is committed to ensuring that the Internal Audit team possesses the necessary qualification and experience, and that each member is free from any relationships or conflicts of interest that will impair his/her objectivity and independence to act in his/her capacity. BTMHG required all its internal auditors to complete the Independence Declaration Form on an annual basis and to acknowledge the Employee Professional Conduct and Ethics Declaration on an assignment basis. The internal audit personnel are guided by the International Professional Practices Framework issued by The Institute of Internal Auditors, Inc. in carrying out the Internal Audit engagements.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 10.2

The board should disclose–

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

Application	:	Applied
Explanation on application of the practice	:	The Internal Audit function is currently outsourced and reports directly to the ARMC. This reporting relationship promotes independence and objectivity, which assures adequate consideration of audit recommendations and suggested corrective actions. The activities of the Internal Audit function are guided by the Internal Audit Plan prepared by BTMHG, which must be presented to the ARMC for approval. The Internal Audit work is carried out in accordance with internationally recognised framework and focuses on the key areas of business and operational risks. Practice 11.1 above provides further elaboration on the outsourced Internal Audit function.
Explanation for departure	:	
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>		
Measure	:	
Timeframe	:	

Intended Outcome

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 11.1

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

Application	:	Applied	
Explanation on application of the practice	:	The Company maintains a website, www.cengild.com, where announcements such as financial results, corporate developments, corporate governance matters, and information about the Group are regularly updated. The Company will issue circulars to shareholders to seek their approval for resolutions required under the ACE Market Listing Requirements of Bursa Securities. The Company may also issue press releases or statements to ensure thorough dissemination of major corporate announcements to its shareholders, if any, in addition to the announcements made under the ACE Market Listing Requirements of Bursa Securities.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

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

Practice 11.2

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

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

Intended Outcome

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

Practice 12.1

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

Application	:	Applied	
Explanation on application of the practice	:	The Company practiced issuing notice of Annual General Meeting (“AGM”) via email or despatch (for those without an email address) to the registered shareholders at least twenty-eight (28) days prior to the AGM. This is to ensure that shareholders have sufficient time to peruse the Company’s Annual Report and consider the resolutions to be discussed and voted during the AGM. The forthcoming 5th AGM of the Company will be held on 28 November 2025. The Notice of the 5th AGM accompanying the Annual Report 2025 of the Company will be issued to the shareholders and published on a nationally circulated newspaper on 30 October 2025, which was more than twenty-eight (28) days prior to the scheduled AGM.	
Explanation for departure	:		
Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 12.2

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

Application	:	Applied	
Explanation on application of the practice	:	It has been the practice of the Company that all Directors will attend the Company's general meeting. The Board acknowledges its role and responsibilities as steward of the Company, to continuously engage and provide constructive feedback to all shareholders. The general meetings will provide a platform for the Company, the Board members and key Senior Management to effectively communicate with shareholders.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

Intended Outcome

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

Practice 12.3

Listed companies with a large number of shareholders or which have meetings in remote locations should leverage technology to facilitate–

- including voting in absentia; and
- remote shareholders' participation at General Meetings.

Application	:	Applied	
Explanation on application of the practice	:	The Company will hold its forthcoming 5th AGM physically on 28 November 2025. Members is allowed to appoint a poxy(ies) and/or the Chairman of the Meeting to attend AGM to vote on his/her behalf. The Administrative Guide of the AGM as well as the user guide with detailed registration and voting procedures are shared with the shareholders and published on the Company’s website.	
Explanation for departure	:		
<i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i>			
Measure	:		
Timeframe	:		

**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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