

**WTK HOLDINGS BERHAD**  
197001000863 (10141-M) (Incorporated in Malaysia)

**SENIOR MANAGEMENT'S REMUNERATION POLICIES & PROCEDURES**

**1. INTRODUCTION**

1.1 Senior Management who report to the Managing Director are evaluated annually by the Managing Director. Thereafter, the Managing Director recommends the remuneration levels to the Remuneration Committee for their review.

1.2 The Remuneration Committee make recommendations to the Board and for the Board to approve the remuneration packages of the Senior Management.

**2. OBJECTIVES**

This remuneration policy is designed to:-

2.1 Determine the level of remuneration package of Senior Management.

2.2 Attract, retain and reward Senior Management with a competitive remuneration package which commensurate with the responsibilities of their position.

**3. REMUNERATION FOR SENIOR MANAGEMENT**

The components of the remuneration are structured based on both corporate and individual performances. The Senior Management remuneration level is to reflect the performance, skills and experience, as well as the responsibilities undertaken.

**4. REMUNERATION CRITERIA**

In developing the remuneration package, the following criteria are to be considered:-

a) The Group's performance indicators via revenue, profit before tax, return on equity.

b) Complexity of the Group's business and align with short-term and long-term objectives of the Group.

**5. REVIEW**

This Senior Management's Remuneration Policies & Procedures is to be reviewed by the Board of Directors as and when required.