

WAWASAN DENGKIL HOLDINGS BERHAD
[Registration No.: 202201013605 (1459302-T)]
(Incorporated in Malaysia)
("the Company")

REMUNERATION POLICY

Board's approval date	Effective date	Revision date	Version number
26 August 2025	26 August 2025	-	1.0

WAWASAN DENGKIL HOLDINGS BERHAD
[Registration No.: 202201013605 (1459302-T)]
(Incorporated in Malaysia)
("the Company")

REMUNERATION POLICY

1. INTRODUCTION

The Board of Directors ("Board") of Wawasan Dengkil Sdn Bhd ("Company") recognizes the importance of offering a fair remuneration package to attract, motivate, and retain top talent essential for driving the Company's long-term business strategies and enhancing shareholder value. This Remuneration Policy ("Policy") has been developed in alignment with the Malaysian Code on Corporate Governance 2017 ("MCCG") and serves as a framework to guide the Board and the Remuneration Committee ("Committee") in determining the compensation of Executive Directors, Non-executive Directors and key senior management personnel.

2. OBJECTIVE

The Policy is designed to align rewards with the contributions of Executive Directors and key senior management personnel as they fulfill their responsibilities and fiduciary duties in guiding the Company. Regarding the remuneration for Non-Executive Directors, it is structured to correspond with the experience and level of responsibilities assumed by the respective directors.re-election.

3. REMUNERATION PROCEDURES

The Remuneration Committee has been tasked by the Board with specific terms of reference to assess and propose the suitable remuneration structure for Executive Directors and key senior management. However, the remuneration for Non-Executive Directors necessitates approval from shareholders.

Evaluation of remuneration packages is conducted annually, ensuring transparency and fairness. During deliberations, each director refrains from participating in discussions and voting regarding their individual remuneration.

Executive Directors and Key Senior Management

The remuneration package for Executive Directors and key senior management includes basic salaries, annual bonuses, and benefits-in-kind. These components are determined based on individual job performance, the Company's financial performance, and its growth trajectory. Additionally, the Company covers expenses incurred by executives while fulfilling their duties, subject to the provision of clear and valid receipts for reimbursement.

Non-Executive Directors

Non-Executive Directors receive remuneration in the form of fixed directors' fees and meeting allowances for their participation in Board or Committee meetings.

WAWASAN DENGKIL HOLDINGS BERHAD
[Registration No.: 202201013605 (1459302-T)]
(Incorporated in Malaysia)
("the Company")

REMUNERATION POLICY

4. REVIEW OF POLICY

The Remuneration Committee will periodically review the Policy, revising it as necessary to align with current best practices and comply with the Malaysian Code on Corporate Governance and any other emerging requirements. Any amendments to this policy will require approval from the Board.

-END-