

Remuneration Committee

The Remuneration Committee comprises three (3) members, made up of Non-Executive Directors, majority of whom are independent as follows:

<u>Name</u>	<u>Designation</u>
Mr Lau Tiang Hua	Chairman
Ms Chin Min Ming	Member
Mr Tan Chee Beng (Appointed on 20 November 2025)	Member
Mr Choo Chee Beng (Resigned on 1 October 2025)	Member

The Committee's duties and responsibilities are:

- a) To ensure that a transparent and formal procedure is established in the development and assessment of the level of compensation that would be sufficient to attract and retain good caliber Directors;
- b) To review the components of remuneration package such as fees, allowances, basic salaries, bonuses and other benefits-in-kind for Directors;
- c) To ensure that the Directors' remuneration package is linked to the level of responsibility and performance and is benchmarked against market practice; and
- d) To review key management personnels' remuneration package benchmarked against their performance and to ensure that their rewards earned are within industry practice.

The Company has a Remuneration Policy that governs the policies and procedures in reviewing, setting and proposing a fair and equitable remuneration for the Company's Directors and Key Senior Management. The Remuneration Committee is responsible for the reviewing and implementation of the Remuneration Policy.

During the financial year ended 31 December 2025, there was one (1) Remuneration Committee meeting and the details of attendance are as follows:

<u>Name</u>	<u>20-Nov-25</u>	<u>Attendance</u>
Mr Lau Tiang Hua	√	1/1
Ms Chin Min Ming	√	1/1
Mr Tan Chee Beng	N/A	-
Mr Choo Chee Beng	N/A	-