

CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS (Cont'd)

III. REMUNERATION (Cont'd)

3.1 Remuneration Policy (Cont'd)

a. The level and make up of Remuneration

The remuneration package of the Executive Directors and senior management is reviewed by the Remuneration Committee for consideration of the Board.

The remuneration of all Non-Executive Directors is reviewed by the Board, based on their experience and expertise and the level of responsibilities of the Directors concerned as well as the condition of the industry.

b. Procedure

The Remuneration Committee recommends to the Board the remuneration package of the Executive Directors and senior management. The Executive Directors do not participate in decisions regarding their own remuneration packages. The Board as a whole determines the remunerations of Non-Executive Directors with individual Directors abstaining from making decisions in respect of their individual remunerations. The Directors' fees and meeting allowance are approved at the AGM by shareholders.

c. Disclosure

The remuneration received or to be received by Directors of the Company from the Group and Company for the financial year ended 31 January 2025 amounted to RM10,723,848 and RM7,547,681 respectively.

Details of the remuneration for each of the Directors on a named basis are set out as below:

Group Aggregate Remuneration

	Directors' Fees (RM)	Basic Salary (RM)	Bonus (RM)	Benefit- in-kind (RM)	Share options granted under ESOS (RM)	Other Emoluments (RM)	Total (RM)
Executive Directors							
Gooi Seong Lim	89,500	852,000	1,067,500	21,323	202,409	13,157	2,245,889
Gooi Seong Heen	89,500	948,000	1,227,500	16,561	202,409	428,701	2,912,671
Gooi Seong Chneh	89,500	852,000	1,067,500	323	202,409	379,562	2,591,294
Gooi Seong Gum	83,500	852,000	1,067,500	10,223	202,409	380,062	2,595,694
Independent Non-Executive Directors							
Yong Chung Sin	128,600	-	-	-	-	2,500	131,100
Soh Ban Ting	121,100	-	-	-	-	2,500	123,600
Dr. Chee Yau Kuan @ Chia Yan Kuan	121,100	-	-	-	-	2,500	123,600
TOTAL	722,800	3,504,000	4,430,000	48,430	809,636	1,208,982	10,723,848