

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 2026 amounted to RM12,150,075 and RM9,039,886 respectively.

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

Group Aggregate Remuneration

| | Directors' Fees | Basic Salary | Bonus | Benefit- in-kind | Share options granted under ESOS | Other Emoluments | Total |
|---|--------------------|------------------|------------------|---------------------|--|---------------------|-------------------|
| | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) | (RM) |
| Executive Directors | | | | | | | |
| Gooi Seong Lim | 89,500 | 901,200 | 1,329,900 | 28,000 | 267,813 | 15,957 | 2,632,370 |
| Gooi Seong Heen | 89,500 | 1,006,800 | 1,541,100 | 15,800 | 267,813 | 143,484 | 3,064,497 |
| Gooi Seong Chneh | 89,500 | 901,200 | 1,329,900 | - | 267,813 | 439,366 | 3,027,779 |
| Gooi Seong Gum | 83,500 | 901,200 | 1,329,900 | 9,900 | 267,813 | 439,366 | 3,031,679 |
| Independent Non- Executive Directors | | | | | | | |
| Yong Chung Sin | 126,250 | - | - | - | - | 2,500 | 128,750 |
| Soh Ban Ting | 133,750 | - | - | - | - | 2,500 | 136,250 |
| Dr. Chee Yau Kuan @ Chia Yan Kuan | 126,250 | - | - | - | - | 2,500 | 128,750 |
| TOTAL | 738,250 | 3,710,400 | 5,530,800 | 53,700 | 1,071,252 | 1,045,673 | 12,150,075 |