Wintech Group of Companies:

Wintech Metal Berhad
Wintech Metal Processing Sdn Bhd
Wintech Worldwide Sdn Bhd

Remuneration Policy

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Reviewed By:	**Approved By:**
FINANCE DIRECTOR	CEO

1. INTRODUCTION

The Remuneration Committee ("**RC**") of the Company is responsible for ensuring that Director(s) and Key Senior Management ("**KSM**") are remunerated fairly, competitively and commensurate with their responsibilities and contributions to the performance of the Company and its subsidiaries (collectively "**Group**"). It is in the interest of the Group that the levels of remuneration are adequate to attract, retain, reward and motivate the Director(s) and KSM who are driving the Group's performance, steering the Group's long-term strategic direction and enhancing shareholders' value.

2. OBJECTIVES

The objective of this Policy is to outline the principles for the RC to determine and propose an appropriate level of remuneration for the Director(s) and KSM. This Policy is guided by the following key principles: -

- Performance measures and targets to be aligned with the Company's corporate strategy and shareholders' interest.
- Remuneration and rewards shall be granted based on the performance of the Director(s) and KSM and the Group's overall performance.
- To ensure total remuneration packages remain competitive with the relevant market and industry conditions via an annual market benchmarking exercise.

3. POLICY & PROCEDURES

3.1 The RC shall be responsible for the development of the Remuneration Policy and the determination of the remuneration packages of the Director(s) and KSM. Nevertheless, it is the ultimate responsibility of the Board to approve the remuneration of the Director(s) and KSM.

3.2 The Director(s) and KSM shall be offered an appropriate level of remuneration that would reflect the level of risks, responsibilities, experiences as well as the performance of the Company undertaken by the individual Director and KSM.

4. REMUNERATION COMPONENT

4.1 Executive Director(s) and KSM

The remuneration package for Executive Director(s) and KSM comprises of:-

- basic salary
- allowances (where applicable)
- performance-based bonuses

- benefit-in-kind, including but not limited to company car, petrol allowance, club subscription and etc.

The level of remuneration of the Executive Director(s) and KSM is set accordingly to the following:-

- job functions
- level of skills, qualifications, experience and responsibilities assigned
- key performance indicators (KPI) – financial and non-financial
- key contributions to the Group’s strategic growth
- prevailing market and industry’s rate

In formulating the remuneration, the RC must consider the performance evaluation of the Executive Director(s) and KSM against established targets as well as benchmarking against market rates for benefits-in-kind, annual increments and bonuses.

The performance evaluation may derive from a mix of financial and strategic measures. Financial measures may include profitability and cash position of the Company. Strategic measures may include, but are not limited to competitive performance metrics such as enhancement of shareholders’ value or market share.

The Remuneration of the Executive Director(s) and KSM shall be structured to link rewards to corporate and individual performance and shall take into consideration remuneration paid to directors of other similar companies, whether in size and/or industry, the individual’s performance and responsibility, market competitiveness as well as overall performance of the Company.

Remuneration payable to Executive Director(s) shall not include a commission on or percentage of turnover.

4.2 **Non-Executive Director(s)**

The remuneration of the Non-Executive Director(s) shall consist of **fixed basic fee** as ordinary remuneration (a sum based on their responsibilities in Board Committees) and **allowances** for their attendance at the meetings.

The remuneration of each Non-Executive Director shall commensurate with the individual’s **experience**, **responsibilities** undertaken, and the **time committed** to their roles.

The quantum of remuneration for the Non-Executive Director(s) shall not be based on commission, percentage of profits and/or turnover of the Group.

The fee and allowance to the Non-Executive Directors are subject to the shareholders' approval.

5. BENCHMARKING AND ANNUAL REVIEW

5.1 Executive Director(s) and KSM

On an annual basis, the RC considers market competitiveness, the compensation levels for comparable positions among other similar Malaysian public listed companies, business results and individual performance in evaluating remuneration of the Executive Director(s) and KSM. The RC will then recommend to the Board, the remuneration package for the Executive Director(s) and KSM.

The Board, as a whole, will determine the level of remuneration paid to its Executive Director(s) and KSM, taking into consideration the recommendation of the RC.

5.2 Non-Executive Director(s)

On an annual basis, the RC considers the compensation levels for comparable positions among other similar Malaysian public listed companies and individual performance in evaluating the remuneration of Non-Executive Director(s). The RC will recommend to the Board for their consideration, the remuneration for the Non-Executive Director(s).

The Board will then recommend the payment of the Directors' fees and other benefits payable to Non-Executive Director(s) to the shareholders for approval at the Annual General Meeting of the Company in accordance with Section 230 (1) of the Companies Act 2016.

6. NO SELF-DECISION ON REMUNERATION

No member of the Board, whether Executive or Non-Executive, shall participate in any deliberation or decision concerning his or her own remuneration.

7. REVIEW OF POLICY

7.1 This Policy was adopted by the Board on 29 September 2025 and is made available on the Company's website at https://www.wintech.com.my/.

7.2 This Policy is subject to regular review by the RC and will be amended as appropriate to align with the market practices and requirements of the Malaysian Code on Corporate Governance, Listing Requirements or any other regulatory requirements.

7.3 Any amendments to this Policy shall be tabled to the Board for approval and made available on the Company's website.