

Remuneration Policy

The Remuneration packages of the Board of Directors and staff of Ta Win Holdings Berhad Group will comprise the following components :-

| <u>Components</u> | <u>Limit</u> | <u>Comparison/Remarks</u> |
|--|---|--|
| 1) Monthly Salary | Measure the performance of the Company in terms of profitability* and forecast achievement. It is also subjected to the individual performance evaluation assessment. Measurement will vary in accordance to the level of responsibility and management structure (Please refer note a) | Taking into the consideration the trends for similar positions in the market and the demand & supply ratio. Reasonably attractive to attract and retain the qualified individuals in a competitive marketplace |
| 2) EPF Contribution | In accordance with statutory requirements | |
| 3) Socso Contribution | In accordance with statutory requirements | |
| 4) All travelling and travel-related expenses, entertainment expenses and other out-of-pocket expenses | No limit | Reasonable incurred by Executive Directors in the process of discharging their duties and responsibilities on behalf of the Group shall be borne by the Company |
| 5) Directors' Fee | In accordance with market trends | Reasonably attractive to attract and retain directors in a competitive marketplace |
| 6) Annual Performance Bonus | In accordance with the performance of the Company. It is also | Measure the performance of the Company in terms of profitability |

| | | |
|--|---|--|
| | subjected to individual performance evaluation assessment. (Please refer note b) | |
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This policy is subjected to annual review by the board of directors to ensure it is still applicable, relevant and updated to reflect the current best practices.

Note a:

i) If Company is making profit* or achieve forecasted budget

| <u>Salary (RM)</u> | <u>% increment</u> |
|--------------------|--------------------|
| < 1,500 | 8 - 10 |
| 1,500 – 3,000 | 4 - 6 |
| 3,001 – 5,000 | 4 – 6 |
| 5,001 – 10,000 | 3 – 6 |
| > 10,000 | 3 - 5 |

ii) If Company is not making any profit, remuneration and increment shall be subjected to individual performance evaluation assessment provided he/she achieved the 75 points and above (to be in accordance with the individual level of responsibility)

Note b:

| <u>Profitability* (RM'000)</u> | <u>No. of months</u> |
|--------------------------------|----------------------|
| < 500 | 0.0 (only angpow) |
| 500 - 999 | 0.5 |
| > 1,000 | 1.0 |

ii) If Company is not making any profit, bonus shall be subjected to individual performance evaluation assessment provided he/she achieved the 75 points and above (to be in accordance with the individual level of responsibility)

* refers to Profit Before Tax