

## **Watta Holding Berhad (Company No. 324384-A)**

### **Remuneration Policy**

#### **Introduction**

The objective of the Remuneration Policy is to ensure that the Group attracts and retains Directors of the calibre needed to run the Group successfully, as well as to support business strategy which is more long term and strategic in nature.

The Company recognises fair and transparent remuneration is critical to attract, retain and motivate Directors and Senior Management. The remuneration package should take into account the complexity of the Company's business and the individual's responsibilities. The remuneration should also be aligned with the business strategy and long term objectives of the Company.

#### **Remuneration of Directors and Senior Management**

The level and composition of remuneration of Non-Executive Directors reflects the experience and level of responsibilities undertaken by the Non-Executive Directors concerned. Where applicable, the level and composition of remuneration of Non-Executive Directors also take into account the demands, the Company's needs to attract and retain appropriately experienced and qualified Board members in accordance with their skills, responsibilities and competitive pressures of the marketplace, as well as the market trends, complexities and performance of the Company.

The Executive Directors and Senior Management are to be appropriately rewarded giving due regard to the corporate and individual performance. The remuneration of the Executive Directors is performance related which are if not higher are compatible to the market rate in order to attract, motivate and retain them to run the Company. Where applicable, the level and composition of remuneration of Executive Directors and Senior Management take into account the demands, the Company's needs to attract and retain experienced and calibre Executive Board members and Senior Management based on their skills, duties, responsibilities, performances, competitive pressures of the marketplace and comparison of remuneration packages of other listed companies, as well as the market trends, complexities and performance of the Company.

In determining the remuneration of Directors, the Remuneration Committee and Board is guided by the provisions of the Company's Constitution and other applicable laws and requirements, where applicable.

#### **Review of Directors' and Senior Management's Remuneration**

The Remuneration Committee may from time to time seek independent advice on remuneration of Directors and Senior Management, if necessary, with the latest development and up to date information, before making recommendations to the Board in relation to any change to their remuneration.

The Remuneration Committee reviews and recommends to the Board the framework of executive remuneration and its cost and the remuneration package for each Executive Director, and review and recommend the bonus scheme for the Executive Directors depending on various performance measurements of the Group, while the remuneration packages of Non-Executive Directors is a matter for the Board as a whole.

Respective Directors shall abstain from deliberation and voting in respect of their remuneration.

#### **Disclosure**

The Board will make appropriate disclosure in its annual report of the remuneration of Directors in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

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There is detailed disclosure on named basis for the remuneration of individual Directors. The remuneration breakdown of individual directors includes fees, salary, bonus, benefits in-kind and other emoluments.

**Review of Policy**

This Policy will be reviewed periodically, as and when appropriate, to reflect the current best practices.

The Remuneration Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

This Policy is approved and adopted by the Board on 2 April 2018.