

WIDETECH (MALAYSIA) BERHAD
(113939 -U)

**REMUNERATION POLICY & PROCEDURES OF DIRECTORS
AND SENIOR MANAGEMENT**

1. INTRODUCTION

The Remuneration Committee (“RC”) and the Board of Widetech (Malaysia) Berhad (“the Company”) ensure that the Company’s remuneration policy remains supportive of the Company’s corporate objectives and is aligned with the interest of shareholders, and that the remuneration packages of Directors and key Senior Management Officers are sufficiently attractive to attract and to retain persons of high calibre.

2. REMUNERATION CRITERIA

This policy sets out the following criterias to be used in determining the remuneration of directors and senior management:-

- Corporate and individual performance
- Prevailing market practice
- Scope and complexities of the duties and responsibilities
- Level of skills and experience
- Other market conditions

3. PROCEDURE

The RC is responsible to recommend to the Board the remuneration framework for Executive Directors necessary to attract, retain and motivate the Directors which are reflective of the Directors’ experience and level of responsibilities, whilst the remuneration package of Senior Management is delegated to the Executive Directors.

The remuneration of Executive and Non Executive Directors are approved by the Board, as a whole, with the Directors concerned, abstaining from discussion of their respective remuneration package.

The Directors’ fees and allowances shall be subject to shareholders’ approval at the Annual General Meeting.

4. REVIEW

The remuneration of the Directors and Senior Management will be reviewed annually.