

GENETEC TECHNOLOGY BERHAD
Registration No.: 199701030038 (445537-W)

QUESTIONS AND ANSWERS RAISED AT THE EXTRAORDINARY GENERAL MEETING OF THE
COMPANY HELD ON 29 AUGUST 2024

| No. | Question | Answer |
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| 1. | <p>Since its been years without dividend, Genetec has been distributing Esos and is pushing for more benefit to the employees. What are the plans for the small shareholders instead?</p> <p>With the recent price crash and years without dividend, it seems all benefit but us small holders are ensured</p> | <p>It is important to note that the Company is committed to ensuring value for all its stakeholders.</p> <p>The Company's Board of Directors had on 29 August 2024 declared an interim single-tier dividend of 2.0 sen per ordinary share in respect of the financial period ended 30 June 2024. The Entitlement Date and Payment Date will be on 13 September 2024 and 4 October 2024, respectively.</p> |
| 2. | <p>Why implement LTIP? Isn't bonuses and salary hike better reward employees?</p> | <p>The LTIP serves to:</p> <ul style="list-style-type: none"> (a) Continue the Company's efforts to recognise, reward, retain and motivate eligible persons whose contributions are important to the Group; (b) Attract prospective skilled and experienced employees by making the compensation package more competitive and attractive than others that only offer traditional compensation packages' (c) Motivate eligible persons towards better performance through greater productivity and loyalty; (d) Create a greater sense of dedication and belonging of eligible persons as they will be able to participate directly in the long-term development and growth of the Company; (e) Reinforce pay for performance to achieve a balance between retention and value creation; and (f) Foster an ownership culture within the Group by aligning the interests of eligible persons with the interests of shareholders of the Company. <p>Creating an ownership culture requires deliberate efforts to empower employees, foster transparency, and align individual contributions with broader organisational goals. In summary, while cash rewards provide immediate financial benefits, share grants offer long-term incentives that align employees' interests with the company's growth, fostering loyalty and engagement.</p> <p>Please refer to Section 4 of the Circular to Shareholders on the Rationale of the LTIP.</p> |

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| 2. | <p data-bbox="268 219 497 250"><i>Continued from Q2</i></p> <p data-bbox="268 293 770 360">Does the scheme result in increase of number of shares?</p> | <p data-bbox="794 293 1436 394">The Scheme may or may not result in an increase of number of shares. It is depending on the mode of satisfaction upon vesting of the grants.</p> <p data-bbox="794 439 1436 645">Subject to the Main Market Listing Requirements of Bursa Securities and other relevant regulations, the LTIP committee will have the flexibility and sole discretion in determining the mode of satisfaction upon vesting of the grants by any of the following methods either in whole or in part:</p> <ul style="list-style-type: none"> <li data-bbox="804 685 1187 716">(a) The issuance of new shares; <li data-bbox="804 723 1369 754">(b) Transfer of the Company's treasury shares; <li data-bbox="804 761 1414 792">(c) Acquisition of existing shares from the market; <li data-bbox="804 799 1436 871">(d) Payment of the equivalent cash value of such new and/or existing shares; <li data-bbox="804 878 1436 1021">(e) Any other methods as may be permitted by the act and the listing requirements as amended from time to time and any re-enactment thereof; or <li data-bbox="804 1028 1273 1059">(f) A combination of any of the above. <p data-bbox="794 1106 1436 1173">Please refer to Section 2.1 of the Circular to Shareholders for the details.</p> |