



**GHL SYSTEMS BERHAD** [199401007361]

Incorporated in MALAYSIA

**SENIOR MANAGEMENT  
REMUNERATION POLICY &  
PROCEDURE**

25 AUGUST 2021

## INTRODUCTION

This policy sets out the criteria to be used in recommending the remuneration package of Senior Management of **GHL Systems Berhad Group of Companies** (“the Company”) and is in line with the best practice provisions of the **MCCG 2021**.

## OBJECTIVES

The policy is designed to:

- a) Determine the level of remuneration package of the Senior Management;
- b) Attract, develop and retain high performing and motivated Senior Management with a competitive remuneration package;
- c) Provide a remuneration such that the Senior Management are paid a remuneration commensurate with the responsibilities of their positions, reflecting their contributions for the year;

## REMUNERATION COMPONENTS

- a) The fixed salary is determined according to:
  - i The scope of the duty and responsibilities;
  - ii The condition and experiences required;
  - iii The ethical values, internal balances and strategic targets of the Company;
  - iv The corporate and individual performance;
  - v Current market rate within the industry and in comparable companies;
  - vi The scale and complexity of both the business and the role; and
  - vii The prevailing financial position of the Company.

- b) Other Benefits and Allowances

Senior Management are entitled to receive benefits such as group insurance coverage, medical benefits, motor vehicle related benefits and annual leave.

- c) Bonus

The bonus in the case of Senior Management is designed to reward outstanding performance. The bonus is granted to reflect the Senior Management’ performance against annual measures and targets set at the start of the year as well as the Company financial results. A discretionary assessment by the **Group Chief Executive Officer (“GCEO”)** is made to ensure that all factors including measurable and qualitative criteria are considered.

## REMUNERATION POLICY AND PROCEDURES

- d) The annual salaries, incentive arrangements, service arrangements and other employment conditions for the Senior Management are to be reviewed by the **GCEO**.
- e) The Senior Management are evaluated annually by the **GCEO** premised on annual measurements and targets set.
- f) The Senior Management's Remuneration Policy is in line with the Company's business strategy and long-term objective and overall practice on compensation and benefits, which is to reward employees competitively, taking into account performance, market comparisons and competitive pressures in the industry.

## PERIODIC REVIEW AND DISCLOSURE

- a) The Nomination and Remuneration Committee remain the Committee entrusted by the Board to review as and when necessary the criteria herein in respect of the remuneration packages of the Senior Management and recommend any changes to the Board for their approval.
- b) The Board should disclose this policy and procedure in the Company's website.

**The Board of Directors has adopted this Policy on 25 August 2021.**