

GLOSTREXT BERHAD
202201005343 (1451040-T)
(Incorporated in Malaysia)

REMUNERATION POLICY

1. INTRODUCTION

Glostrex Berhad (“the Company”) acknowledges the level and composition of remuneration of Directors and Key Senior Management taking into account the Company’s desire to attract and retain the right talent in the Board and Key Senior Management to drive the Company’s long-term objectives.

2. OBJECTIVES

The objectives of this policy are as follows:

- (a) To retain, motivate and attract high performing Directors and Key Senior Management with a competitive remuneration package which is comparable with market rate and in line with the Company’s business strategy and long-term objectives; and
- (b) To provide a remuneration package that is fair and transparent to the Directors and Key Senior Management and ensure that they are paid a remuneration commensurate with the responsibilities of their positions, reflecting their contributions and achievement.

3. REMUNERATION STRUCTURE

A. Executive Directors and Key Senior Management

- (a) The remuneration for Executive Directors and Key Senior Management comprised of basic salaries, annual/performance bonus and other benefits (such as motor vehicle, travelling allowance, medical insurance, retirement benefits and other emoluments and benefits comparable to market practice) and such other allowances/incentives.
- (b) The remuneration for Executive Directors and Key Senior Management should be determined based on individual performance, responsibilities, skills and experience, overall Group’s performance and growth and the relevant market rate.
- (c) Each Executive Director concerned shall abstain from deliberations and voting on decisions in respect of his/her individual remuneration.
- (d) The remuneration package for Executive Directors and Key Senior Management is reviewed by the Remuneration Committee and and if appropriate, recommend to the Board for approval.

B. Non-Executive Directors

- (a) Non-Executive Directors receive remuneration in the form of Directors' fees, meeting attendance allowance for their attendance at meetings and other benefits as may be determined from time to time.
- (b) The level of remuneration for Non-Executive Directors shall be in line with market practice taking into account factors including their experience, level of responsibilities, time commitments required to fulfil their role and the variable workload associated with their memberships at the Board committees.
- (c) For Independent Non-Executive Directors, the Board shall ensure their remuneration and incentives shall not conflict with their obligation in bringing objectivity and independent judgment.
- (d) The Board as a whole will decide the remuneration of the Non-Executive Directors based on the recommendation of the Remuneration Committee. The Non-Executive Director concerned shall abstain from deliberations and voting on decision in respect of his/her individual remuneration.
- (e) The payment of Directors' fees and benefits to Non-Executive Directors is subject to the approval of shareholders at the Annual General Meeting based upon a proposal of the Board (as recommended by the Remuneration Committee). The total amount of Directors' fees and benefits paid to the Non-Executive Directors must not exceed the maximum amount approved by the shareholders at the Annual General Meeting. In the event the amount of Directors' fees and benefits for Non-Executive Directors exceed the amount approved by the shareholders, approval shall be sought at the next Annual General Meeting for the shortfall prior to making payments to the Directors.

4. REVIEW OF THE POLICY

The Remuneration Committee shall review or, if necessary, further develop this Policy from time to time to ensure that it is in line with current market practices and requirements of the Malaysian Code on Corporate Governance. Any amendments to this Policy shall be submitted to the Board for approval.