

<b>Coraza Integrated Technology</b>	<b>Policy &amp; Procedures</b>	Document Number <b>100 – 019</b>	Rev <b>0</b>
Approved By: <b>Board of Directors</b>	Policy Title: <b>Remuneration Policy</b>	Review Date: <b>Jun 14, 2021</b>	

Change Register		
Rev No:	Date	Description
0	06/14/21	Original

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## **1 Objectives**

To ensure that the Directors and Senior Management are offered an appropriate level of remuneration which is comparable with market rate and is in line with the Company's business strategic objectives and corporate value.

## **2 Policy Statement**

Coraza Integrated Technology and its subsidiaries (the "Group") adopt a fair remuneration policy towards retaining and attracting the right talent, to drive the Company's long-term objectives in business stability and growth.

## **3 Scope**

The Remuneration Policy applies to all Directors and Senior Management of the Group.

## **4 Definition**

4.1 Senior Management in general, refers to head of the Company and subsidiary as identified by the Board.

## **5 Responsibilities**

5.1 The Board is responsible to ensure the Remuneration Policy aligns with the Company's business needs and its implementation.

## **6 Remuneration Structure**

6.1 The main components of remuneration structure of an Executive Director are as below:

- a) Directors' fees;
- b) Salaries;
- c) Bonuses;
- d) Benefits in kind including but not limited to provision of company car, medical and health insurance, travel and related expenses and general benefits;
- e) Other emoluments including statutory contributions to the Employees' Provident Fund; and
- f) Such other incentives as may be determined from time to time.

6.2 The main components of remuneration structure of Non-Executive Directors are as below:

- a) Directors' fees;
- b) Meeting allowance; and

c) Such other incentives as may be determined from time to time.

6.3 The Board may propose other components to form the remuneration of Directors, which shall be subject to shareholders' approval.

## **7 Procedures**

### **7.1 Remuneration Procedure**

- a) The Nominating and Remuneration Committee ("NRC") is assisting the Board in reviewing, assessing and recommending the remuneration packages for directors and senior management after taking into consideration market conditions and the complexities and responsibilities undertaken.
- b) Executive directors shall not participate in any way in determining their individual remuneration. The individual director concerned shall abstain from voting on his own remuneration in the Annual General Meeting ("AGM").
- c) The Directors' fees payable to Non-Executive Directors and any benefits payable to the Directors of the Company shall from time to time be determined and approved by the shareholders at the AGM.

### **7.2 Disclosure Procedure**

The remuneration details of the Non-Executive Directors and the Senior Management of the Company are disclosed in the Annual Report in accordance with the listing requirements of Bursa Malaysia Securities Berhad.

### **7.3 Monitoring and Review**

- a) The Board together with NRC regularly reviews the Remuneration Policy to ensure it aligns with the Company's business needs.
- b) The Group will monitor the effectiveness and review the implementation of this policy regularly and make necessary amendments if required.

## **8 Related Document**

8.1 Terms of Reference For Nominating & Remuneration Committee

## **9 Attachment**

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