

## **1. INTRODUCTION**

This policy sets out the criteria to be used in recommending the remuneration package of Directors and Group Chief Executive Officer (“GCEO”) of Systech Bhd (the “Company”) and its subsidiaries (the “Group”) and is in line with the Malaysian Code on Corporate Governance 2017 (“Code”).

## **2. OBJECTIVES**

This policy is designed to:

- a) Determine the level of remuneration package of Directors and GCEO;
- b) Attract, develop and retain high performing and motivated Directors and GCEO with a competitive remuneration package;
- c) Provide a remuneration such that the Directors and GCEO are paid a remuneration commensurate with the responsibilities of their position; and
- d) Encourage value creation for the Group and its Stakeholders.

## **3. REMUNERATION COMPONENTS**

3.1. Fixed Remuneration for GCEO and Executive Directors. The fixed salary is determined according to:

- The scope of the duty and responsibilities;
- The conditions and experiences required;
- The ethical values, internal balances and strategic targets of the Group;
- The corporate and individual performance; and
- Current market rate within the industry and in comparable companies.

3.2. Bonus

The bonus in the case of GCEO and Executives Directors is designed to reward outstanding performance. The bonus is granted to reflect the GCEO and Executive Directors’ performance as well as Group results. A discretionary assessment is made to ensure that all factors which include measurable and not directly measurable are considered.

3.3. Fixed Fee for Members of Board of Directors

The fixed fee is determined according to:

- Comparable with the rest of the market, taking into consideration the size and operations of the Group;
- Reflect the qualifications and contribution required in view of the Group’s complexity;
- The extent of the duty and responsibilities;
- The number of Board Committees that they serve; and
- The number of Board/Committee meetings

3.4. Other Benefits and Allowances

The benefits and allowances which should be decided by the Board as a whole include:

- a) Chairman’s allowance;
- b) Meeting allowance;
- c) Expenses incurred in the course of their duties as Directors; and
- d) Benefit in kind such as motor vehicle, petrol, driver and accommodation.

**4. PERIODIC REVIEW AND DISCLOSURE**

- a) The Remuneration Committee should conduct a periodic review of the criteria to be used in the recommending the remuneration package of Directors and GCEO. The Remuneration Committee should promptly communicate the new changes or amendments of the criteria to the Board and individual Directors.
- b) The Board should disclose this policy in its yearly annual report.

This Policy was adopted by the Board on June 2020.

**END**