

## **GADANG HOLDINGS BERHAD (278114-K)**

### **Remuneration Policy of Directors and Senior Management**

Gadang Holdings Berhad (“Gadang” or “Company”) has established a remuneration policy to outline the principles for the Company to determine and propose an appropriate level of remuneration for the Directors and Senior Management.

The Nomination and Remuneration Committee (“NRC”) is responsible to review and recommend to the Board, the terms of employment and remuneration for the Non-Executive Directors, Executive Directors and Senior Management to ensure they remain competitive in order that the Company can attract, retain and motivate individuals of good caliber who are able to provide the necessary skills and experience to drive the Company’s long term objectives.

#### **Remuneration Structure for Executive Directors and Senior Management**

The remuneration package is reflective of the individual Executive Director’s and Senior Management’s skills and experience and level of responsibilities and it is structured to link to individual performance and the overall performance of the Group.

The Executive Directors’ and Senior Management’s remuneration package comprise a fixed component which include the following:

- Basic Salary
- Statutory employer’s contribution to provident fund
- Allowances
- Bonus
- Benefits-in-kind such as company car, driver, club memberships, annual leave passage etc

The Executive Directors are not entitled to the Director’s fees nor are they entitled to receive any meeting allowance for Board or Board Committee or general meetings.

#### **Remuneration Structure for Non-Executive Directors**

The level of remuneration reflects the experience and level of responsibilities undertaken by the individual non-executive director concerned based on industry or market practices.

##### *a. Directors’ Fees*

All Non-Executive Directors of the Company are entitled to annual Directors’ fees.

##### *b. Meeting Attendance Allowance*

The Non-Executive Directors are paid a sum RM1,000 per meeting as meeting attendance allowance for Board, Board Committee and General Meetings that they attend.

##### *c. Other Emoluments*

Non-Executive Directors do not receive any performance related remuneration. However, they are given annual leave passage.

The annual directors’ fees payable to Directors, meeting attendance allowance and other emoluments payable to Non-Executive Directors are presented to the shareholders at the Annual General Meeting for their approval.

This Remuneration Policy for Directors and Senior Management was adopted by the Board on 29 August 2018.