

CHEMLITE INNOVATION BERHAD

Company No. 202401021849(1567698-V)
(Incorporated in Malaysia)

REMUNERATION POLICY AND PROCEDURE

CHEMLITE INNOVATION BERHAD	Doc. No:	POL-004
TITLE: REMUNERATION POLICY AND PROCEDURES	Eff. Date:	17 FEBRUARY 2025

1.0 Introduction

The Remuneration Policy (the “Policy”) is formalized to provide remuneration principles and guidelines for the Executive Directors (“EDs”), Non-Executive Directors (“NEDs”), and key senior management of Chemlite Innovation Berhad (the “Company”).

2.0 Objectives

The Policy is designed to attract, motivate, and retain talent with the aim to support the Company’s business strategies and encourage value creation for the Company and its stakeholders.

3.0 Components of Remuneration Packages for Executive Directors And Key Senior Management

The remuneration of EDs and key senior management comprises a fixed salary, bonus, and reimbursement of expenses incurred, if any, in the course of performing their services.

(a) Fixed Salary

The fixed salary is determined according to the scope of duty and responsibilities and is set at levels that are competitive with the relevant market and industry.

(b) Bonus

The bonus is designed to reward outstanding performance. An assessment is made to ensure that all factors are taken into consideration, including but not limited to individual work performance and the Company’s financial performance.

4.0 Components Of Remuneration Packages For Non-Executive Directors

The remuneration of NEDs comprises Directors’ fees, the Employee Share Option Scheme (“ESOS”), and reimbursement of expenses incurred, if any, in the course of performing their services.

(a) Directors' Fees

Total fees payable to Directors shall not be increased except pursuant to a resolution passed at a General Meeting, where notice of the proposed increase has been given in the notice convening the meeting. Based on recommendations from the Remuneration Committee, the Board shall submit any adjustments of total Directors’ fees to the General Meeting for approval by shareholders.

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5.0 Review of Policy

The Board shall review the Policy regularly and make necessary amendments as and when deemed necessary.