



CAELY HOLDINGS BHD

Registration No.: 199601036023 (408376-U)

REMUNERATION POLICY FOR DIRECTORS AND SENIOR MANAGEMENT

Objectives

1. To provide a fair and competitive remuneration to the Directors and Senior Management who are the Executive Directors of the Company
2. To attract, motivate and retain calibre directors with competitive remuneration package.

Component	Approach
Remuneration Package	The Remuneration Committee recommends the remuneration package of the Executive Directors to the Board for approval.
	The Remuneration Committee recommends the fees and benefits of the Chairman and Independent Directors to the Board for approval. Upon such recommendations, the Board will deliberate on the quantum and propose to the shareholders for approval at the Annual General Meeting of the Company.
Executive Directors Salary & Benefits	Salary is set at a competitive level taking the following into consideration: <ol style="list-style-type: none"> (1) duties and responsibilities; (2) skill and experience; (3) similar roles within comparable industry; (4) performance of the Group; and (5) economic and market condition.
	Executive directors are entitled to receive those benefits available to all the employees of the Company and other benefits that are appropriate depending on the individual director's role in the Company
Chairman Fees & Benefits	Fee is set at a competitive level taking into account the expected time commitment and contribution of the role.
	Chairman receives meeting allowance and other benefits on reimbursement basis
Independent Directors Fees & Benefits	Fee is set at a competitive level taking into account the size of the Group, the remuneration of independent directors within comparable industry; the expected time commitment and contribution of the role.
	Additional fee is payable for chairmanship of the Audit Committee
	Independent Directors receive meeting allowance and other benefits on reimbursement basis

Review of Policy

The Director Remuneration Policy is to be regularly reviewed by the Board as and when required.



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