

REMUNERATION POLICY & PROCEDURES



SEALINK INTERNATIONAL BERHAD

REGISTRATION NO. 200701042948 (800981-X)

Revised on 25th February 2025

The Remuneration Policy (the “Policy”) sets out the remuneration principles and guidelines for Non-Executive Directors (“NEDs”), Executive Directors (“EDs”) and Senior Management of Sealink International Berhad (the “Company” or “Sealink”).

The Remuneration Committee (the “Committee”) recognizes the need to be competitive in today’s volatile business environment and, accordingly, this Policy is designed with the aim to support the Company’s key strategies and create a strong performance-oriented environment in attracting, motivating and retaining talents. The Remuneration Policy takes into account the following key principles:

- total remuneration shall be set at levels that are competitive with the relevant market and industry;
- the remuneration for EDs shall be performance-based (i.e. earned through the achievement of performance targets in the short and long term); and
- incentive plans, performance measures and targets shall align to shareholders’ interest.

The remuneration of EDs comprises basic salary, fees and fringe benefits (benefits-in-kind) and is linked to the achievement of corporate performance targets.

The remuneration of NEDs is made up of Directors’ fees and allowances. The level of remuneration for the NEDs shall reflect the experience and level of responsibilities undertaken by the NEDs concerned. The remuneration of an NED shall not be based on commission, the percentage of profits or turnover. It shall also not include commission based on the percentage of turnover. Fees payable to NED shall accord with a resolution passed at a General Meeting of the Company duly convened.

Remuneration Committee

The Remuneration Committee determines the remuneration practices with the aim of attracting, motivating and retaining high calibre EDs and NEDs to deliver value for the Company. Performance-based remuneration is determined in a manner which promotes sound risk management and does not induce excessive risk-taking.

The EDs concerned play no part in the decision of their own remuneration but may attend the Committee meetings at the invitation of the Committee Chairman, if their presence is required. The Committee recommends the remuneration of EDs as well as non-fee remuneration of NEDs for the Board’s approval. Directors’ fees are recommended by the Board for approval by shareholders at the Company’s Annual General Meeting. It is the Company’s policy for individual Directors to abstain from discussion and/or approval of their own remuneration

Where the Board appoints a Director to the Company, the Remuneration Committee shall deliberate and recommend the remuneration (except for Directors’ fees) of the said Director for the Board’s approval, as the case may be, in the spirit of this Policy.

Policy on Salaries of Executive Directors

Salaries for EDs consist of both fixed (i.e. base salary) and variable (performance-based incentive) remuneration components. The remuneration of the EDs is to ensure the Company’s continued ability to attract and retain the most qualified Executive Board members.

Variable remuneration may contain any or all of the following:

- special short-term incentive (i.e. bonus) payments to reward individuals for outstanding business contributions, and in meeting established key performance indicators (“KPIs”) set at a level sufficient to provide the EDs with the motivation to achieve operational targets; and

- the long-term incentive (i.e. performance based incentive) payments shall be designed to link the ED's rewards with KPIs that drive sustainable growth in shareholder value over the long term, with the objective of aligning the ED's incentives with shareholders' interests, and to balance the short-term with long-term focus.

The remuneration of Directors is reviewed by the Remuneration Committee on an annual basis.

Policy on Other Benefits (Non-Cash Benefit) for Executive Directors

The Company provides competitive benefits to EDs, such as a fully expensed car, company driver, fuel expenses, etc. Allowances relating to business expenses (i.e. entertainment and travel) incurred are reimbursed such that no additional compensation is paid to the EDs. All claims for reimbursements shall be accompanied with receipts and submitted to the respective approver for processing on a timely basis.

Policy on Remuneration of Non-Executive Directors

NEDs receive remuneration in the form of Directors' fees as compensation for their services and meeting allowances.

The fees of the NEDs are reviewed by the Remuneration Committee annually and, where necessary, the Committee is advised by subject matter experts or consultants, taking into account the fees paid to NEDs of comparable companies and capacity to attract and retain highly competent NEDs.

Policy on Remuneration of Senior Management

The remuneration of senior management is made up of salary, bonus, allowance and other benefits in the form of short-term and or long-term incentive plans as determined by the EDs.

Measurable Objectives

The Remuneration Committee, in recommending the level of Directors' fees, meeting allowances and remuneration, takes into consideration the annual performance assessment of each Board member, developments in market practices and the extent of responsibilities helmed by the Directors concerned, e.g. being Chairman and/or members of Board Committees. The Remuneration Committee shall discuss and agree on all measurable objectives for offering fair remuneration packages for EDs and NEDs and recommend them to the Board for approval or for onward approval by shareholders, as the case may be.

Corporate Governance

On an annual basis, the Remuneration Committee shall review and assess the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the Remuneration Committee, and any recommendation for revisions shall be presented to the Board for approval. Based on recommendations from the Remuneration Committee, the Board shall submit the payment of Directors' fees to the General Meeting for approval.

Disclosure on the Directors' remuneration shall be made in the corporate governance statement of the Company's Annual Report. Such statement shall include a summary of this Policy and details of the Directors' remuneration in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

The Policy is available on Company's website at: www.asiasealink.com

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