

	<b>REMUNERATION POLICY AND PROCEDURE</b>	Doc. No. : CG-08
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## 1. INTRODUCTION

The Remuneration Policy and Procedure (“RPP”) for Zen Tech International Berhad sets out the procedure of determining the remunerations of directors and senior management which takes into account the demands, complexity and performance of the Group as well as skills and experience required for the position.

## 2. OBJECTIVES

The objectives of this RPP are to ensure that the directors and senior management are offered an appropriate level and composition of remuneration and other benefits by taking into account the Group’s desire to attract and retain the right talent and expertise in aiming to motivate the directors and senior management to achieve the Group’s short-term and long-term business objectives.

The Board ensures that a transparent remuneration policies and procedures through the formation of the Remuneration Committee comprising exclusively non-executive directors.

## 3. PROCEDURES

3.1 The Remuneration Committee assists the Board in reviewing and assessing the company’s remuneration packages of Executive Directors and Non-Executive Directors whereas the Executive Directors are tasked to review and assess the remuneration packages of the senior management of the Group.

3.2 The Remuneration Committee shall present the results of their evaluation and review and make recommendations to the Board on an annual basis.

3.3 The final authority and responsibility for conducting the Company’s Remuneration Policy in accordance with this policy rests with the Company’s Board of Directors.

## 4. REVIEW OF THE RPP

This RPP shall be reviewed by the Board at least once a year to ensure it remains effective, consistent with the Company’s objectives and Board’s responsibilities and in line with the relevant laws and legislations.