
	<b>ROSADO TRADELINE SDN BHD</b>	<b>Doc. No.</b>	<b>RT-G010</b>
	<b>REMUNERATION POLICY</b>	<b>Rev. No.</b>	<b>-</b>
<b>Eff. Date</b>		<b>01/10/2025</b>	

RT-G010  
**REMUNERATION  
POLICY**


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**REVISION HISTORY**

Rev No.	Effective Date	Affected Section	Change Descriptions
00	01/10/2025	Nil	Initial Release

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## 1.0 INTRODUCTION

The Nomination and Remuneration Committee (“**the Committee**”) of Rosado is responsible to ensure that the Directors and Key Senior Management (“**KSM**”) are remunerated for their responsibilities and contributions to the Group’s overall performance and the levels of remuneration should be sufficient to attract and retain Directors and KSM of high calibre.

## 2.0 OBJECTIVE

The objective of this policy is to outline the principles for the Committee to determine and propose an appropriate level of remuneration for the Directors and KSM.

## 3.0 KEY PRINCIPLES

The following key principles underpin Rosado’s approach on remuneration:

<b>Principle</b>	<b>Objective</b>	<b>Approach</b>
Ensure Governance	Ensure adherence with best corporate practices.	<ul style="list-style-type: none"> <li>➤ Oversight and review by Remuneration Committee and Board of Directors.</li> <li>➤ Guided by input from Audit and Risk Committee, Nomination Committee and other stakeholders.</li> </ul>
Appropriate assessment of performance	Promotes prudent risk taking and long term sustainability.	<ul style="list-style-type: none"> <li>➤ Consideration on individual performance and profit after tax (“PAT”) of the Group.</li> </ul>
Market competitiveness	Remuneration that attract, motivate and retain the right talent.	<ul style="list-style-type: none"> <li>➤ Remuneration package should be market competitive in markets / segments that the Group operate in.</li> </ul>


## 4.0 REMUNERATION COMPONENTS

The remuneration of Executive Directors (“**EDs**”) is set by the Board based on the recommendation from the Remuneration Committee (“**RC**”) on annual basis review, whereas, the remuneration of Independent Non-Executive Directors (“**INEDs**”) also operates on the same basis, except it requires shareholders’ approval in accordance with Section 230(1) of the Companies Act 2016.

Each Director shall abstain from deliberations and voting on decisions in respect of his/her own remuneration.

The remuneration components of KSM shall consist of basic salary, performance-based bonus, benefits-in-kind and other incentives (where applicable), and to be determined at a level which enables the Group to attract, develop and retain high performing and talented individual with the relevant experience, level of expertise, level of responsibilities and is structured so as to link reward to individual and corporate performance.

The RC is empowered to make quantitative and qualitative assessment of performance in reaching its recommendations. The RC is also responsible to provide appropriate disclosure of the use of discretion, if required, so that shareholders can understand the basis of its recommendation.

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A Summary of the remuneration package for the EDs and KSM is composed by two (2) main components - fixed and variable:

Component	Approach
Fixed <i>(consists of base salary benefit and fixed allowances)</i>	<ul style="list-style-type: none"> <li>➤ Determined based on skills, competencies, responsibilities and performance of employee taking into consideration market competitive levels.</li> </ul>
Variable <i>(cash bonus)</i>	<ul style="list-style-type: none"> <li>➤ Purpose of motivating, rewarding and retaining high performing employees who generate shareholder value and contribute to the success of the Group.</li> <li>➤ Performance based reflecting the individual employee's efforts, and the performance of the business unit or function as well as the Group's results.</li> </ul>

Other benefits for the EDs and KSM such as contribution of EPF, SOCSO, medical fees, medical or health insurance, motor vehicle, driver, handphone, commission, travelling and entertainment claims, amongst others, will be provided based on the Group's human resource policy and claims policy

Remuneration for INEDs is in the form of annual fee and meeting allowances taking into account the nature of the role and responsibilities of the respective INEDs.

Component	Approach
Fixed <i>(Annual Fees)</i>	<ul style="list-style-type: none"> <li>➤ A fixed annual fee for the ongoing contribution to the Board and Committees.</li> </ul>
Variable <i>(Meeting allowance and other benefits)</i>	<ul style="list-style-type: none"> <li>➤ A reasonable fixed meeting allowance shall be made on a per-meeting basis (Board or Committee Meetings) with a condition that attendance (physical or virtual) is a prerequisite for remittance.</li> <li>➤ Other benefits which include flight tickets, accommodation, travelling expenses, amongst others, incurred in the course of performing his/her duties or other things required of him/her as a Director of the Company.</li> </ul>

## 5.0 REVIEW OF THE POLICY

The RC reviews this Policy on a periodic basis to assess its effectiveness and relevancy, in line with current market practices and requirements. Any amendments or changes to this Policy shall be deliberated by the RC, and any recommendation for revisions shall be presented to the Board of Directors for approval.