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(Incorporated in Malaysia)

## REMUNERATION POLICY AND PROCEDURES FOR DIRECTORS AND SENIOR MANAGEMENT

### 1. INTRODUCTION

The Remuneration Policy and Procedures for Directors and Senior Management (“the Policy”) sets out the criteria to be used in recommending the remuneration package of Directors and Senior Management.

### 2. OBJECTIVES

This Policy is designed to:-

- 2.1 Determine the level of remuneration package of the Executive Directors, Non-Executive Directors and Senior Management;
- 2.2 Attract, motivate and retain Executive Directors and Senior Management with a competitive remuneration package which commensurate with their responsibilities and fiduciary duties in steering the Group to achieve its long-term goals and enhance shareholders’ value; and
- 2.3 To ensure the level of remuneration of Non-Executive Directors are linked to their level of responsibilities undertaken and contributions to the Board.

### 3. REMUNERATION STRUCTURE

#### For Executive Directors (“ED”)

- 3.1 The remuneration components of ED shall consist of basic salary, performance based bonus, benefits-in-kind and other incentives (where applicable).

The remuneration package is structured to offer reward in tandem with the Group's and the individual's key performance indicators which includes non-financial and sustainability targets.

The ED’s remuneration should be set at a competitive level for similar roles within comparable markets for recruiting and retaining such quality ED.

#### For Non-Executive Directors (NED”)

- 3.2 NED remuneration package includes directors' fees, allowances and/or other benefits.

The remuneration should reflect the duties, responsibilities, risks and time commitment. The review of fees for NED should take into consideration of the trends for similar positions in the market.

Fees, allowances and other benefit paid and payable to NED shall be subject to shareholders approval at annual general meeting.

For Senior Management ("SM")

3.3 The remuneration is made up of fixed salary, performance based bonus, benefits-in-kind and other incentives (where applicable).

The components of the remuneration are structured based on respective senior management's skills, experience, level of responsibilities and linked to individual and corporate performance; and consistent with the Group's corporate objectives, culture and strategy.

The SM remuneration is determined at level which enable the Company to attract, motivate and retain the respective senior management with relevant skills, working experience and knowledge.

#### **4. REMUNERATION PROCESS**

The Remuneration Committee reviews the remuneration of ED annually by taking into consideration the performance of the Group, individual performance, duties, responsibilities and commitments of the Directors. The RC will also consider the available market remuneration data or benchmarks to determine whether and to what extent the changes of the remuneration are required.

The remuneration of the SM was delegated to the ED for review and decision-making. The ED have to ensure that the remuneration packages for senior management are aligned with the Company's strategy and long-term objectives.

The determination of the remuneration for NED is a matter for the Board as a whole. The NED concerned will abstain from deliberations and voting in respect of his individual remuneration. The Board shall recommend the Directors' fees and other benefits payable to Non-Executive Directors to the shareholders for approval at the Annual General Meeting.

#### **5. REVIEW**

The Remuneration Committee shall review and amend this Policy as necessary to ensure that its continues to remain relevant and appropriate. Amendments to this policy must be tabled to the Board for approval.