



## **DIRECTORS' AND KEY SENIOR MANAGEMENT REMUNERATION POLICY**

### **1. Overview**

This Remuneration Policy provides guidelines to Kinergy Advancement Berhad ("KAB" or the "Company") in attracting and retaining its directors and key senior management. This policy also sets out the criteria to be used in recommending the remuneration package of Managing Director, Directors and Key Senior Management of KAB.

### **2. Objectives**

This policy is designed to determine the level of remuneration package as well as to attract and retain high performing Directors and Key Senior Management. This policy further supports the organization's strategy and contribution to sustainable development and align with stakeholders' interests.

### **3. Remuneration Structure**

#### **3.1. Fixed Remuneration for Executive Directors and Key Senior Management**

The fixed salary is set according to:

- The nature of job, scope of works and responsibilities;
- The level of skills and experience;
- The individual's overall contribution to the Company's strategy, operations and overall performance including managing the Company's impacts on the economy, environment, people and governance.; and
- Market and industry's rate.

#### **3.2. Bonus**

Bonus is granted to reflect the Directors' and Key Senior Management's performance as well as Company's performance. An assessment is made to ensure that all factors are considered in determining the bonus entitlement.

#### **3.3. Director Fee for Non-Executive Directors**

The Director Fee is set according to:

- The level of skills and experience;
- On par with the rest of the market; and
- The extend of the duty and responsibilities in managing the Company's impacts on the economy, environment, people and governance.

#### **3.4. Other Benefits and Allowances**

The Executive Directors are entitled for benefit in kind such as Company's motor vehicle, company's mobile phone, petrol and driver. Any expenses incurred in the course of their duties are reimbursable.



The Key Senior Management is entitled for benefit in kind subject to the recommendation by Executive Deputy Chairman cum Group Managing Director and approval by the Board of Directors.

### 3.5. Clawbacks

The Board of Directors and/or Management reserve the rights to request for repayments of previously received compensation by the board member or senior executive if certain conditions of employment or goals are not met.

## 4. **Process of Determine Remuneration**

An internal systematic process flow has been adopted to determine the directors and key senior management remuneration which illustrated as follows:

- Step 1 – Review job description, skills and knowledge;
- Step 2 – Review market and industry's rate;
- Step 3 – Evaluate Individual and Company Performance (if applicable);
- Step 4 – Refer to available scheme and/or package (if available); and
- Step 5 – Recommendation to Board for approval

For executive directors and key senior management remuneration, RC would review and recommend to the Board for final approval.

For non-executive directors' remuneration, RC would recommend to the Board and would be tabled in Company's general Meeting for shareholders' approval.

## 5. **Periodic Review and Disclosure**

The Remuneration Committee (RC) should conduct a periodic or yearly review on the remuneration package of Key Senior Management, Directors and Executive Deputy Chairman cum Group Managing Director. The Remuneration Committee should communicate the new changes or amendments of the criteria to the Board of Directors.

## 6. **Review**

The Directors' and Key Senior Management Remuneration Policy is to be regularly reviewed by the Remuneration Committee as and when required.

This policy is dated 15 April 2024.

*\*End of Policy\**



**REVISION HISTORY AND APPROVAL**

Rev.	Revision Date	Description of changes	Author	Approval Date
0	26.05.2017	Established	Chief Financial Officer	26.05.2017
1	23.03.2020	Inclusion of Senior Management	Nicole Lee Y.L. (General Manager)	23.03.2020
2	01.08.2023	Change of company name and logo	Nicole Lee Y.L. (General Manager)	01.08.2023
3	15.04.2024	Addition of remuneration process and clawback clause	Nicole Lee Y.L. (General Manager)	15.04.2024