

MULPHA INTERNATIONAL BHD

REMUNERATION POLICY FOR SENIOR MANAGEMENT

The remuneration packages of key senior management are set at industry standards and reflect the roles, responsibilities, level of skills and experience of key senior management. Market survey data on the remuneration practices of comparable companies is taken into consideration in determining the remuneration packages for key senior management.

The performances of key senior management are evaluated on an annual basis and measured against the targets set for the year. The remuneration packages are reviewed annually and adjustments to their remuneration are made based not only on their individual performance and contributions in the preceding year, but also the Group's performance.

The remuneration of the key senior management includes salary, bonus and long-term incentive.