



## **REMUNERATION POLICY**

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## 1. Introduction

This Remuneration Policy ("Policy") has been drafted in accordance with the Malaysian Code on Corporate Governance ("MCCG") and it is the guiding document for the Board and the Remuneration Committee of the Board in determining the remuneration of Directors and Senior Management, taking into account the demands, complexities and performance of the Company as well as the skills and experience required.

## 2. Scope

This Policy applies to the Executive Directors, Non-Executive Directors and Senior Management of the Company.

## 3. Objectives

The objectives of this policy:

- i) Attract, develop, retain and reward high performing and motivated Directors and Senior Management with a competitive remuneration package;
- ii) Provide a remuneration package to the Directors and Senior Management and ensure that they are paid a remuneration commensurate with the responsibilities of their positions, reflecting their contributions and achievement;
- iii) Ensure that performance measures and targets are aligned with the Company's strategy and shareholders' interest; and
- iv) Ensure that the remuneration packages remain competitive with the relevant industry and market via periodical review and assessment.

## 4. Remuneration Procedures

The Remuneration Committee has been entrusted by the Board with specific terms of reference to review and recommend to the Board the appropriate remuneration framework for Executive Directors and Senior Management whereas the remuneration payable to Non-Executive Directors will require shareholders' approval.

The evaluation of the remuneration packages shall be conducted annually. Each director shall abstain from deliberations and voting on decisions in respect of his/her individual remuneration.

#### Executive Directors and Senior Management

The remuneration for Executive Directors and Senior Management comprised of basic salaries, annual bonus and benefits-in-kind which are set according to the individual performance in the job, the Company's financial performance and growth.

#### Non-Executive Directors

The remuneration for Non-Executive Directors consists of fixed directors' fees and meeting allowances for attending Board or Committee meetings.

#### Directors and Officers Liability Insurance

Directors are accorded with Directors and Officers Liability Insurance in respect of any liability (civil or criminal) arising in the course of discharging their duties as Directors of the Company provided such liabilities were occasioned in good faith and not as a result of negligence, default or breach of duty.

The Directors and Officers Liability Insurance premium shall be borne by the Company separately and does not form part of the benefits awarded to Directors as part of their remuneration packages.

## 5. Review of Policy

The Policy will be reviewed on a periodic basis by the Remuneration Committee to reflect the current best practices and requirements of the Malaysian Code on Corporate Governance and any other new requirements. Amendment of this policy must be tabled to the Board for approval.