



REMUNERATION POLICY - Key Senior Management

This Policy

1. This policy applies to the C-level employees who reports directly to the Group Chief Executive Officer ("CEO") ("Key Senior Management").

1.1 Key Considerations

When determining Key Senior Management's remuneration, the following shall be taken into account:

- Remuneration shall commensurate with the scope of work, responsibilities of the role, qualifications, competency, and experience of the person occupying the role determined through a set of financial and non-financial KPIs and the Group's performance against financial objectives.
- Remuneration must be competitive when compared to the general market standard and trend in Malaysia determined through regular compensation benchmarking exercises conducted to ascertain competitiveness.
- Remuneration must use a mix of fixed and variable pay elements to drive sustainable performance of the Company over time.

1.2 Procedures

- The Head of Human Resources shall perform remuneration benchmarking of Key Senior Management on a regular basis and present the results of the benchmarking exercise to the Group CEO along with recommendations. Such process shall be carried out to ensure that the remuneration of Key Senior Management commensurate with the general market standard and trend and takes into account key considerations listed above.
- The authority of taking a decision on the remuneration package of Key Senior Management is delegated to the Group Chief Executive Officer.
- The remuneration of the Key Senior Management shall be reviewed annually by the Remuneration Committee and recommended to the Board of Directors for approval.

2. Disclosure of this Policy

This Policy will be published on the Company's website for public information.

3. Approval

This Policy was reviewed and approved by the Board of Directors on 31 May 2018.