



**Remuneration Policy and Procedures  
For Senior Management  
15 March 2018**

1. This policy applies to the C-level direct reports (Senior Management) to the Chief Executive Officer (CEO).

**1.1 Key Considerations**

When determining Senior Management remuneration, following considerations shall be taken into account:

- Remuneration must be commensurate with company results determined through a set of financial and non-financial KPIs
- Remuneration must be competitive when compared to the general market 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.
- Remuneration must take into account the scope of work, responsibilities of the role, qualifications, competence and experience of the person occupying the role.

**1.2 Procedure**

The Head of Compensation and Benefits shall perform remuneration benchmarking of Senior Management on a regular basis and present the results of the benchmarking exercise to the Chief Executive Officer along with recommendations. Such process shall be carried out to ensure that the remuneration of Senior Management is commensurate with the market and takes into account key considerations listed above.

The authority of taking a decision on the remuneration package of Senior Management is delegated to the Chief Executive Officer.

**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 15 March 2018.