

# KRETAM HOLDINGS BERHAD

## REMUNERATION POLICY

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### OBJECTIVES

1. The objective of this policy is to assist the Remuneration Committee (“RC”) of Kretam Holdings Berhad (“the Company”) to attract, motivate and retain Directors with the relevant experience and expertise required for an effective Board performance as a whole, while ensuring that the remuneration packages remain competitive and is aligned with the business strategy and long-term objectives of the Company.
2. The remuneration of the Directors shall reflect their responsibilities, level of commitment, experience and expertise, as well as individual and corporate performance.
3. The Directors are to abstain from all discussions and votings pertaining to their respective remuneration.

### EXECUTIVE DIRECTORS (“ED”)

4. The remuneration of ED comprises of salary, directors’ fees, allowances, bonuses, benefits-in-kind and other emoluments, which are determined based on the following criteria:-
  - Nature of work;
  - Scope of duties and responsibilities;
  - Corporate and individual performance;
  - Contribution and commitment devoted to the Company; and
  - Current market and industry rate.
5. In formulating the remuneration levels, the RC shall take into consideration the assessment on the performance of the ED against set targets as well as benchmarking to market rate for benefits-in-kind, annual increment and bonuses.

### NON-EXECUTIVE DIRECTORS (“NED”)

6. The remuneration of NED comprises of directors’ fees and other emoluments as compensation for their services and the reimbursement of expenses incurred (if any), in the course of performance of their duties and responsibilities.
7. The level of remuneration of the NEDs shall reflect the experience and levels of responsibilities undertaken by the NEDs concerned, and the NEDs are not entitled to receive performance-based bonuses, commission or a percentage of profits.
8. The NEDs’ other emoluments are recommended by the Board as a whole and are subjected to shareholders’ approval.

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### **SENIOR MANAGEMENT**

9. The remuneration of the senior management comprises of salary, allowances, bonuses, and other benefits, which is determined at a level which enables the Company to attract, develop and retain high performing and talented individuals with the relevant experience, expertise, level of responsibilities and is structured so as to link rewards to individual and corporate performance.

### **REVIEW OF POLICY**

10. A periodic review of this Remuneration Policy shall be carried out by the RC to ensure its effectiveness, which shall be subjected to the approval of the Board to reflect the current best practices.