



## **Malpac Holdings Berhad (197424-V) Remuneration Policies & Procedures**

### **Executive Director (“ED”)**

- i) The remuneration package of the ED consists of fixed base salary and performance-linked variable component. The performance-linked variable component of the ED shall be tied to the respective ED’s commitment, performance and contribution towards making positive impactful improvements to the Group’s financial positions as a whole;
- ii) ED is entitled to Director’s fee but not entitled to meeting allowance.

### **Non-Executive Director (“NED”)**

- i) The remuneration package of NED should reflect the contribution and level of responsibilities undertaken by the NED.
- ii) NED is entitled to Director fee/emolument as ordinary remuneration and shall be paid in a fixed sum approved by the shareholders at AGM. They will also be paid a sum based on their responsibilities in Board Committees and for their attendance at meetings.
- iii) NED shall also be entitled for other reimbursable/claimable benefits-in-kind as may be required from time to time for the purposes of carrying out their duties as approved by the shareholders at AGM.

### **Senior Management**

The Remuneration package is reflective of Senior Management’s experience, workload, level of responsibilities and individual performance.

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