



REACH TEN HOLDINGS BERHAD

[Registration No. 202301050171 (1544085-P)]

REMUNERATION POLICY FOR DIRECTORS AND SENIOR MANAGEMENT

1. INTRODUCTION

This Remuneration Policy (“Policy”) sets out the criteria to be used in recommending the remuneration package of Directors and Senior Management of Reach Ten Holdings Sdn Bhd and its subsidiaries (collectively known as the “Group”).

2. OBJECTIVES

The Policy is designed to meet the following objectives: -

- (a) To attract, motivate, retain and reward Directors and Senior Management who will manage and drive the Group’s success.
- (b) To determine the level of remuneration package for Non-Executive Directors that is commensurate with their responsibilities.
- (c) To ensure that the remuneration packages remain competitive with the relevant industry and market.

3. SCOPE AND APPLICATION

This Policy is developed in line with the Malaysian Code on Corporate Governance (“MCCG”) and is intended to provide guidance for the Board and the Remuneration and Nomination Committee (“RNC”) of the Board in determining the remuneration of individual Directors and Senior Management.

This Policy should be read together with the following relevant legislations:

- Companies Act 2016;
- Main Market Listing Requirements; and
- Capital Markets and Services Act 2007 (Amendment 2012).

In the event that there is a conflict between the contents of this Policy and the aforementioned legislations, the said legislations shall prevail.

4. REMUNERATION POLICY & PROCEDURES

4.1 Executive Directors

- (a) The remuneration package of Executive Directors shall consist of base salary, fixed allowances, benefits in kind, bonus and performance incentives payments and other benefits (where applicable).

- (b) The base salary is determined according to: -
 - (i) The scope of the duties, responsibilities and accountability;
 - (ii) The level of skills and experiences;
 - (iii) The ethical values, internal balances and strategic targets of the Group;
 - (iv) Corporate and individual performance; and
 - (v) Current market rate within the industry and among comparable companies.
- (c) The remuneration package of Executive Directors shall be competitive to attract and retain Executive Directors with the relevant experience and expertise to manage the business of the Group effectively.

4.2 Non-Executive Directors

- (a) The remuneration package of Executive Directors shall consist of Directors' fees, benefits in kind, meeting allowances and other benefits (where applicable). The remuneration of Non-Executive Directors shall not be based on commission, percentage of profits or turnover.
- (b) The remuneration package of Non-Executive Directors shall be determined by the Board upon the proposal from the RNC, taking into consideration the experience, level of responsibilities, time commitment and the market rate within the industry and among comparable companies.
- (c) The RNC reviews the remuneration package of Non-Executive Directors annually. Upon receiving recommendations from the RNC, the Board reviews and proposes the remuneration package of Non-Executive Directors for shareholders' approval at the Annual General Meeting.

4.3 Senior Management

- (a) The remuneration of Senior Management shall consist of base salary, fixed allowances, benefits in kind, bonus and performance incentives payments and other benefits (where applicable).
- (b) The remuneration package of Senior Management shall be competitive to attract and retain Senior Management with the relevant experience and expertise to manage the business of the Group effectively.

5. REVIEW OF THIS POLICY

The RNC is responsible for regular review of the Policy and making any recommended changes to the Board for approval as and when necessary.