ReachTen®

REMUNERATION POLICY FOR DIRECTORS AND SENIOR MANAGEMENT

REACH TEN GROUP

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APPROVED BY,

DIRECTOR

CHIN YU LAY

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 Committee ("RC") 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 of any conflict between this Policy and the aforementioned legislations, the provisions of the legislations shall prevail.

4. REMUNERATION POLICY AND PROCEDURES

4.1 Executive Directors

a. The remuneration package of Executive Directors shall consist of base salary, fixed allowances, benefits-in-kind, bonuses, performance incentives and other applicable benefits.
b. The base salary is determined according to:
    i. Scope of duties, responsibilities and accountability;
    ii. Level of skills and experience;
    iii. Ethical values, internal balances and strategic targets of the Group;
    iv. Corporate and individual performance; and
    v. Current market rates within the industry and among comparable companies.
c. The remuneration package shall be competitive to attract and retain individuals with the requisite experience and expertise to manage the business effectively.

4.2 Non-Executive Directors

a. The remuneration package of Non-Executive Directors shall consist of Directors' fees, benefits-in-kind, meeting allowances and other applicable benefits. It shall not be based on commission, percentage of profits or turnover.
b. The package is determined by the Board based on recommendations from the RC, taking into consideration the experience, responsibilities, time commitment, and industry benchmark.
c. The RC shall review the remuneration package of Non-Executive Directors annually. Upon receiving recommendations from the RC, the Board will propose the package 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, bonuses, performance incentives and other applicable benefits.
b. The remuneration package shall be competitive to attract and retain individuals with the relevant experience and expertise to manage the Group effectively.

5. REVIEW OF THE POLICY

The RC is responsible for the regular review of this Policy and shall recommend any necessary changes to the Board for approval as and when deemed appropriate.