

REMUNERATION POLICY AND PROCEDURES

Policy

- (a) This Remuneration Policy and Procedures applies to the Directors, Group Chief Financial Officer and Senior Management of KKB Engineering Berhad (“KKB”) only.
- (b) The Board of Directors (“the Board”) of KKB should ensure transparent remuneration policies and procedures through the formation of the Remuneration Committee comprising non-executive directors.
- (c) This Policy ensures Directors, Group Chief Financial Officer and Senior Management are offered an appropriate level of remuneration and other benefits.

Procedures

- (a) The Remuneration Committee assists the Board in reviewing, following up, auditing and assessing the company’s remuneration packages of Group Managing Director, Group Executive Director, Executive Director, Group Chief Financial Officer and Senior Management.
- (b) The Remuneration Committee shall present the results of their evaluation and review and make recommendations to the Board once a year.
- (c) The final authority and responsibility for conducting the company’s Remuneration Policy in accordance with this policy rests with the Company’s Board of Directors. The Board ensures the effectiveness of this policy through reviews conducted once a year at the very least.
- (d) The remuneration practices and activities of the company are regularly subjected to audit and assessment as part of internal auditing processes to check their conformity and effectiveness in terms of related regulations and this policy’s provisions.

*This Policy is reviewed and approved by the Board on **26 February 2019***

Rev: 1 (26.2.2019)