

Revision No.	00
Effective Date	28-03-2019



**KIA LIM BERHAD**

Company No.: 199501013667 (342868-P)

**REMUNERATION POLICY  
FOR  
DIRECTORS  
AND  
SENIOR MANAGEMENT**

Kia Lim Berhad (“the Company”) has established a remuneration policy for the Directors and Senior Management to support and drive business strategy and long term objectives of the Company and its subsidiaries (“the Group”).

In this regard, the Remuneration Committee (“RC”) is responsible to implement the policies and procedures on the remuneration for the Executive Directors and Senior Management whilst the Board is responsible for approving the policies and procedures which govern the remuneration of the employees including Executive Directors and Senior Management of the Company to ensure the same remain competitive, appropriate and in alignment with the prevalent market practices and that the Company attracts, retains and motivates the Directors and Senior Management who are with strong credentials, high caliber and astute insights to run the business successfully.

Amongst others, the followings are some of the criteria adopted by the Group in considering the remuneration of the Executive Directors and Senior Management:-

- The overall performance of the Group;
- General economic situation;
- Prevailing market practice;
- Salary position against market;
- Skills and experience; and
- Individual performance

The remuneration package is reflective of the individual Director’s and Senior Management’s experience and level of responsibilities and it is structured to link to corporate and individual performance. The RC is responsible for determining the level and make up of Executive Directors’ remuneration and approved by the Board, with the presence of a majority of non-executive directors. The Executive Directors however, do not participate in any way when determining their respective remuneration package.

All Directors are paid fixed annual directors’ fees and for Non-Executive Directors who are chairman or members of the board committees, meeting attendance allowance is paid for each Board Committee meeting attended. In addition, Non-Executive Directors also received other benefits-in-kind including but not limited to telecommunication facilities, car parking and other reimbursable/claimable benefits-in-kind as may be determined from time to time, for the purposes of carrying out their duties as Non-Executive Directors. The determination of the annual directors’ fee for Directors and Non-Executive Directors’ remuneration is a matter for the Board as a whole, depending on any additional responsibilities taken. The annual directors’ fees payable to Directors and meeting attendance allowance and benefits-in-kind payable to Non-Executive Directors are presented to the shareholders at the Annual General Meeting for their approval.

This Remuneration Policy for Directors and Senior Management was adopted by the Board on 28 February 2019, and shall be reviewed periodically and made available for reference on the Company’s website at [www.kialim.com.my](http://www.kialim.com.my).