

## **REMUNERATION POLICY FOR KEY SENIOR MANAGEMENT**

### **1.0 INTRODUCTION**

- 1.1 The Company Remuneration Policy for Key Senior Management is a critical aspect of any organization's overall compensation strategy for Key Senior Management in driving the organization's success.
- 1.2 This policy is designed to attract, retain and motivate Key Senior Management of the highest caliber to competently manage the Company in line with the organizational goal and directive.

### **2.0 DETERMINATION OF REMUNERATION FOR KEY SENIOR MANAGEMENT**

- 2.1 The remuneration of Key Senior Management team must be aligned with the Company's needs to attract and maintain an experienced and qualified Key Senior Management team in accordance with the current competitive marketplace. The level of remuneration is commensurate with the experience, expertise and level of responsibilities undertaken by respective Key Senior Management team members.
- 2.2 The Company may take into consideration the market data of similar or other industries as a reference and benchmarking in determining the remuneration of Key Senior Management to ensure the remuneration is sustainable and is cost effective.
- 2.3 The remuneration of Key Senior Management shall be determined in accordance with the following objectives to:
  - 2.3.1 align with the Company's overall strategy, business goals and corporate core values;
  - 2.3.2 align with shareholder's interest;
  - 2.3.3 provide sustainability and long-term success for the Company;
  - 2.3.4 provide consistency and transparency on Key Senior Management's compensation;
  - 2.3.5 incentivize Key Senior Management and provide performance rewards;
  - 2.3.6 provide competitive remuneration aligned with the market and or industry practice;
  - 2.3.7 support corporate core values of the organization;
  - 2.3.8 provide a fair and competitive compensation package that attracts, motivates and retains top talents in achieving the Company's business objectives; and
  - 2.3.9 ensure compliance with relevant laws and regulations.
- 2.4 The remuneration for Key Senior Management shall be a combination of Fixed and Variable Remuneration as follows:

#### 2.4.1 Fixed Remuneration

This includes a base salary, fixed allowances and benefits, such as healthcare, insurance, and retirement plans. The base salary is usually determined based on factors such as the executive's skills, experience, and market value, as well as the company's financial performance and industry benchmarks.

#### 2.4.2 Variable Remuneration

This includes performance-based incentives, such as annual bonuses, performance-based bonuses and long-term incentives, such as share options which are linked to the Company's performance and the performance of the respective individual and business for the respective year. The evaluation of performance is measured against the established key performance indicators ("KPIs"), which shall be aligned with the Company's objectives.

2.4.3 The compensation and cost for Key Senior Management shall not place an inappropriate burden to the Company's finances.

### 3.0 REVIEW OF REMUNERATION PACKAGE FOR KEY SENIOR MANAGEMENT

- 3.1 The remuneration for the GCEO, CIO and CFO shall be reviewed by NRC at least once (1) every two (2) years to provide recommendation to the Board of Directors ("Board") for final review and approval.
- 3.2 The remuneration for other Key Senior Management, excluding the CIO and CFO, shall be reviewed by GCEO at least once (1) every year.
- 3.3 The criteria to be used in recommending the remuneration package of Key Senior Management will be tabled to the NRC for recommendation and final review and approval by the Board.
- 3.4 The Company may call upon an independent professional consultant to provide advice on the latest development and up-to-date information in respect of the tools, criteria, methods and appropriate approaches to provide a comprehensive remuneration package for the Key Senior Management team.

### 4.0 REVIEW OF REMUNERATION POLICY

This Remuneration Policy shall be reviewed by NRC periodically in accordance with the needs of the company to ensure that it remains relevant and appropriate.

### 5.0 DISCLOSURE

The Board will make appropriate disclosure to shareholders in its annual report of the key aspects of this Policy, including explaining of any departure or amendments from the policy, best practices and or recommendations, if any.

**Notes:**

1. *Key Senior Management shall refer to the following:-*
  - a. *Group Chief Executive Officer (“GCEO”) or the highest executive function in the RTB Group;*
  - b. *Chief Investment Officer (“CIO”);*
  - c. *Chief Financial Officer (“CFO”); and*
  - d. *Chief Operating Officers.*

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