

REMUNERATION POLICY

Overview

MOBILIA Holdings Berhad ("Mobilia") has established a remuneration policy for the Directors and Key Management to support and drive business strategy and long-term objectives of Mobilia and its subsidiaries.

The Policy is designed with the key objective of attracting and retaining experienced and qualified members of the Board of Directors ("Board") and also the expertise of Key Management to drive the values and long-term interests of Mobilia.

Approach

Remuneration Committee is responsible to implement the policies and procedures on the remuneration for both Executive and Non-Executive Directors.

The Committee is guided by the following principles and criteria in determining the remuneration package:

- The role and responsibilities, skills and expertise of an individual;
- Industry benchmarks against similar companies;
- The performance of the company; and
- Market practice.

Non-Executive Directors are paid fixed directors' fees on monthly basis and meeting attendance allowance (As for meeting allowance, no distinction shall be made between participation in person and virtual participation by video, teleconference or other electronic means. Virtual participation during meetings will constitute attendance and meeting allowance will be accorded accordingly.) Executive Directors are entitled to fixed monthly salary, and benefits in kind such as medical benefits and motor vehicle related benefits. Annual bonus will be distributed to Executive directors depending on the financial and operational performance of the company. Directors' fee and fixed month salary are presented to the shareholders at the Annual General Meeting for their approval.

Remuneration package of key management consist of fixed monthly salary, annual bonus and benefits in kind. Managing Director and Human Resource and Administration Director are responsible for determining key management's remuneration package to ensure the same remain competitive, appropriate and in alignment with the prevalent market practices.

Review and Monitoring Remuneration

Committee is responsible to review and monitor the implementation of this Policy on a regular basis to reflect current best practices. The Committee shall further discuss any amendments to this Policy that may be required and will submit the amendments for Board approval.

This Remuneration Policy of Directors and Key Management was adopted by the Board.

Adopted by Board on: 28 May 2020

Updated and adopted by Board on: 13 April 2023