

MHC PLANTATIONS BHD. (4060-V)
(Incorporated in Malaysia)

REMUNERATION COMMITTEE

The Remuneration Committee was established on 24 May 2001. The terms of reference of the Remuneration Committee shall be as follows:

1. Objective

To review and recommend to the Board a formal and transparent policy on executive remuneration and for fixing the remuneration packages of individual Directors, Senior Management and to approve employee compensation and benefits program.

(Revised on 27.02.2018)

2. Composition

The Committee shall comprise of a majority of non-executive Directors. The number of Committee members shall be at least three (3).

3. Authority

The Committee shall, in accordance with the procedure determined by the Board, perform its duties.

4. Responsibilities

To recommend a framework of remuneration for Directors and Senior Management.

To recommend to the Board remuneration packages for Executive Directors.

To recommend to the Board the Directors' Fee and remuneration packages to be paid to the Non-Executive Directors.

To review employees' compensation and benefits programmes.

To review and develop remuneration policies to ensure the remuneration given to the Directors and Senior Management are fair and commensurate to their level of contribution and job responsibilities so as to retain, attract and to motivate them.

(Revised on 27.02.2018)

5. Meetings

The Committee shall meet at least once a year and as and when deemed necessary for the discharge of its responsibilities. The Committee may invite any person to be in attendance at the meeting to assist in its deliberations.

6. Reporting

The Company Secretary shall be the secretary for the Committee. All decisions shall be reported to the Board.