

## **REMUNERATION POLICY FOR DIRECTORS AND SENIOR MANAGEMENT**

Brem Holding Berhad ("Brem"), based on the recommendation of the Remuneration Committee, has established a remuneration policy for the Directors and Senior Management to develop an appropriate remuneration structure to remunerate, reward and retain our Directors and Senior Management that commensurate with their qualification, experiences and competents, level of responsibilities and capabilities. The Remuneration Committee will ensure that the remuneration packages offered by the Brem and the Group is competitive and in line with the prevalent market practices in order to have sufficient, experience manpower to support and achieve the strategy and goals of the Group. The remuneration packages will be reviewed annually with reference to companies of comparable business or scale. This policy will be reviewed periodically by the Remuneration Committee and made available on the Company's website at [www.bremholding.com](http://www.bremholding.com).

The remuneration package comprises fixed and variable components. All directors are paid a fixed annual director's fees. Directors who are chairman or members of the board committees will be paid allowances. Brem is also providing competitive benefits to Executive Directors and senior management:

- (a) Fully expensed car and parking fees
- (b) Tele-communication facilities
- (c) Entertainment allowance
- (d) Medical fees and Hospitalisation and Surgical insurance
- (e) Directors' and Officers' Liabilities Insurance
- (f) Total and Permanent Disability and Death Insurance
- (g) Staff purchase discount
- (h) Employees Provident Fund Contribution
- (i) other reimbursable/claimable benefits as may be determined from time to time

Expenses incurred by the Executive Director and Senior Management in discharging their duties relating to the scope of activities shall be reimbursed accordingly. The expenses shall include accommodation and travelling expenses.

The annual directors' fees and benefits payable to directors are subject to the approval of shareholders at the Annual General Meeting.