

REMUNERATION POLICY AND PROCEDURES

1. Policy

- 1.1 This Remuneration Policy and Procedures applies to the Director and Senior Management of BLD Plantation Bhd. (“BLDP”).
- 1.2 The Remuneration Committee consists of exclusively or a majority of Non-Executive Directors to ensure a formal and transparent remuneration process is established.
- 1.3 This Remuneration Policy and Procedures ensures that Directors and Senior Management are offered an appropriate level of remuneration and benefits.

2. Procedures

- 2.1 The Remuneration Committee reviews, assesses and recommends the remuneration packages of the Directors and Senior Management.
- 2.2 The Remuneration Committee shall report and make recommendations on the results of its evaluation to the Board annually.
- 2.3 The Remuneration Committee ensures the remuneration packages structure is commensurate with individual performance which aligns with long-term objective of the Company.