

ORIENTAL INTEREST BERHAD

(Company No. 272144-M)

DIRECTORS' REMUNERATION POLICY

1. Introduction

1.1 This Policy sets out the criteria to be used in recommending the remuneration package of Directors, Chief Executive Officer ("CEO") and senior management of Oriental Interest Berhad ("OIB" or the "Company") and is in line with the best practice provisions of the Malaysian Code on Corporate Governance (MCCG) as issued on 26 April 2017.

2. Objectives

2.1 This Policy is designed to:

- 2.1.1 Determine the level of remuneration package of Directors, CEO and senior management;
- 2.1.2 Attract, develop and retain high performing and motivated Directors, CEO and senior management with a competitive remuneration package;
- 2.1.3 Provide a remuneration such that the Directors, CEO and senior management are paid a remuneration commensurate with the responsibilities of their position; and
- 2.1.4 Encourage of value creation for the Company and its stakeholders.

3. Remuneration Components

3.1 Fixed Remuneration for CEO, Executive Directors and senior management

3.1.1 The fixed salary is determined according to:

- (1) The scope of the duty and responsibilities;
- (2) The conditions and experiences required;
- (3) The ethical values, internal balances and strategic targets of the Company;
- (4) The corporate and individual performance; and
- (5) Current market rate within the industry and in comparable companies.

3.2 Bonus

3.2.1 The bonus in the case of CEO, Executives Directors and senior management is designed to reward outstanding performance.

3.2.2 The bonus is granted to reflect the CEO, Executive Directors and senior management's performance as well as Group results. A discretionary assessment is made to ensure that all factors which include measurable and not directly measurable are considered.

3.3 Fixed Fee for Members of Board of Directors

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3.3.1 The fixed fee is determined according to:

- (1) On par with the rest of the market;
- (2) Reflect the qualifications and contribution required in view of the Group's complexity;
- (3) The extent of the duty and responsibilities; and
- (4) The number of Board meetings.

3.4 Other Benefits and Allowances

3.4.1 The benefits and allowances which should be decided by the Board as a whole include:

- (1) Chairman's allowance;
- (2) Meeting allowance;
- (3) Expenses incurred in the course of their duties as Directors; and
- (4) Benefit in kind such as motor vehicle, petrol, driver, medical benefits, use of mobile phone and accommodation.

4. Review of Criteria on Remuneration and Disclosure

4.1 The Remuneration Committee should conduct a review on an annual basis of the criteria to be used in the recommending the remuneration package of Directors and CEO and obtain the Board's approval for any changes.

4.2 The Remuneration Committee should promptly communicate the new changes or amendments of the criteria to the Board and individual Directors.

4.3 The Board should disclose this Policy in the annual report of the Company.

5. Review of Criteria on Remuneration and Disclosure

5.1 The Remuneration Committee and Board will monitor compliance with the Policy and review the Policy regularly to ensure that it continues to remain relevant and appropriate.

6. Document History

Version	Date of Board Approval	Implementation Date	Description
1	19 March 2013	19 March 2013	1 st version of the Policy
2	17 August 2018	17 August 2018	1 st revision of the Policy