

Remuneration Policy

1. Objective

Ta Ann Holdings Berhad (the “Company”) has established a remuneration policy aims to attract, retain, motivate and rewards its Directors and Senior Management and to reflect the Company’s objectives for good corporate governance as well as sustained long-term value creation for shareholders.

2. Approach

The Company and its subsidiaries adopted the following criteria in considering the remuneration of the Executive Directors and Senior Management: -

- i. the overall performance of the Company and its subsidiaries;
- ii. general economic situation of the country;
- iii. prevailing market practice;
- iv. the job function, level of responsibilities, skills, competence, expertise and experience required;
- v. individual performance

The Board is responsible to approve the policies and procedures whilst the Remuneration Committee (the Committee) is responsible to execute the policies and procedures to govern the remuneration of Directors and Senior Management of the Company and ensure that it remains competitive and align with the prevalent market practice and condition.

The remuneration package for Directors and Senior Management is reflective of their experience and job nature and directly link to both Company and individual performance. The Committee is responsible to evaluate and determine the remuneration of Executive Directors and approved by the Board whilst the evaluation and determination of remuneration of the Senior Management is mandated to the Group Managing Director. The Executive Directors shall abstain from participating and deciding their own remuneration.

All Directors are paid with director fees and meeting attendance allowance (for every Board and Board Committee meeting attended). Non-Executive Directors are entitled to other benefits-in-kind and reimbursement accordance to their duties, responsibilities and time commitment. The director fees and meeting attendance allowance payable to Directors and benefits-in-kind payable to Non-Executive Directors are presented to shareholders at Annual General Meeting for approval.

3. Review and Monitoring

The Committee shall responsible to review and monitor the implementation of this policy on a regular basis. The Committee shall further discuss any amendments to this policy when necessary and recommend such amendments to the Board for approval.