



ABLEGROUP BERHAD
Registration No. 200401015685 (654188-H)

REMUNERATION POLICY

1.0 INTRODUCTION

The objective of the Remuneration Policy is to set an appropriate level of remuneration that allows AbleGroup Berhad (AbleGroup) to attract and retain the services of a suitable number of talented and well-qualified directors and senior management in line with the long-term business strategies of AbleGroup.

2.0 SCOPE

This Policy applies to Executive Director, Non-Executive Directors and Senior Management of AbleGroup.

3.0 REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

The Remuneration Committee is responsible to implement the policies and procedures on the remuneration for the Executive Director of the Company and for the Non-Executive Directors to ensure that it is aligned to the Company's business objectives.

In considering the remuneration of the Executive Director and Senior Management, amongst others, the following are some of the criteria adopted by AbleGroup:-

- The overall performance of the Company and its subsidiaries tracked against the target;
- General economic situation;
- Prevailing market practice;
- Skills and experience; and
- Individual performance

The level and composition of remuneration of Non-Executive Directors take into account the effort and time spent, and responsibilities of the Directors including their appointment in Board Committees. All Directors are paid with fixed annual directors' fees and meeting allowance per meeting day.

The individual Director concerned would abstain from discussion of his own remuneration as appropriate.

4.0 DISCLOSURE

The Board will make appropriate disclosure in its annual report of the remuneration of Directors in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

This Policy is made available on the Company's website.

5.0 REVIEW OF POLICY

The Policy shall be reviewed and updated as and when required. Any revisions to the Policy as recommended by the Remuneration Committee will be submitted to the Board for consideration and approval.