

REMUNERATION POLICY

Purpose of the Policy

In pursuant with Practice 7.1 of the Malaysian Code on Corporate Governance 2021 (“MCCG 2021”), this policy is set up to provide a framework in determining the remuneration of directors and senior management for Apollo Food Holdings Berhad (“Company”). Fair remuneration is critical to attract, retain and motivate directors and senior management.

Objectives of the Policy

The remuneration package is designed based on below principles:

- Remuneration package shall in line with the complexity of the Company’s business and individual’s responsibilities.
- Remuneration and incentives for Executive Directors and senior management shall align with the business strategy and the Company’s long term objectives.
- Remuneration and incentives for Independent Non-Executive Directors shall not conflict with his/her obligation to provide independent judgement on key matters discussed at board meeting.

Remuneration Components for Executive Directors and Senior Management

Salaries and Allowances

- i. The salaries for Executive Directors and senior management are fixed based on the Remuneration Committee’s decision on below criteria:
 - Skills and experiences in performing his/her duties and responsibilities
 - Complexity of his/her job scope
 - Current market rate within the industry
 - KPI & individual assessment
- ii. Daily allowances are given based on daily attendance as stated in the contract of employment.

Bonus

Bonus is granted to the Executive Directors and senior management based on his/her outstanding performance after the end of the year. Remuneration Committee performs annual assessment on his/her performances against performance target which must align with the Company’s long term strategies and objectives.

Fixed Fee for Board of Directors

This includes the director fee and meeting allowance for Executive Directors. Both director fee and meeting allowance are decided by the Remuneration Committee based on:

- Current market rate within the industry
- The complexity of the Company’s business

- Qualification and experiences possessed by the Executive Directors
- The number of board meetings

Remuneration Committee reviews and proposes the amount of director fee and meeting allowance for Executive Directors to the Board. Shareholders will approve the director fee and meeting allowances via poll voting during the Company's annual general meeting.

Remuneration Components for Non-Executive Directors

This includes director fee and meeting allowance for Non-Executive Directors. Both director fee and meeting allowance are decided by the Remuneration Committee based on:

- Current market rate within the industry
- The complexity of the Company's business
- Qualification and experiences possessed by the Non-Executive Directors
- The number of board meetings

Remuneration Committee reviews and proposes the amount of director fee and meeting allowance for Non-Executive Directors to the Board. Shareholders will approve the director fee and meeting allowance for Non-Executive Directors via poll voting during the Company's annual general meeting.

Upon the recommendation of the Remuneration Committee and, after the approval of the Board, the Company to reimburse expenses incurred in the course of his/her duties as Non-Executive Directors such as travelling and transportation, accommodation and meal allowances subject to a maximum claim of RM750.00 per meeting.

Non-Executive Directors are not allowed to have performance-based bonus and neither short term nor long term incentive plans.

Review and Disclosures

Remuneration Committee performs annual review on remuneration package of the directors and senior management. Any revised term and criteria used in the remuneration package will highlight by the Remuneration Committee to the Board for approval.

To comply with the Practice 8.1 and 8.2 of the MCGG 2021, the Board ensures a detail disclosure on named basis for the remuneration of individual directors and senior management in the Company's annual report.

The Board will review this Remuneration Policy and perform any changes when deem necessary.

This policy is reviewed and approved by the Board on 22 June 2023.