



United Malacca Berhad

Reg. No. 191001000010 (1319-V)

Remuneration Policy

United Malacca Berhad's Remuneration Policy ("the Policy") sets the remuneration principles and guidelines for its Non-Executive Directors and Key Senior Management.

Presently, the Company's Board of Directors comprises only Non-Executive Directors.

The Policy aims to attract and retain the best talents by ensuring a fair, transparent, and equitable remuneration to employees and Directors, based, among other things, on individual job requirements, responsibilities, commensurate qualifications of individuals, experience, the performance of the Company, and the performance/contribution of the individual employee. The Policy enables a framework that allows for fair rewards for achieving key deliverables, in line with industry and Group practice.

The Board is responsible for the implementation of this Policy.

On the recommendation of the Nomination and Remuneration Committee ("NRC"), the Board determines the remuneration structure of the Non-Executive Directors within the scope of this Policy. Determining fees and benefits payable to Non-Executive Directors will be a matter for the Board as a whole. A Director shall not participate in the decision on their respective remuneration packages. The Board will then seek the shareholders' approval to pay the Directors' fees and other remuneration payable to Non-Executive Directors at the Company's Annual General Meeting.

The Terms of Reference of the NRC, containing the details of the policies and procedures framework on remuneration, are available on the Company's official website at <https://unitedmalacca.com.my/>.

Non-Executive Directors

The Board, through the NRC, reviews the fees and benefits payable to the Non-Executive Directors annually, and presently are as follows:-

Part A – Directors’ Fees

Directors’ Fees	FY 30 April 2022
Non-Executive Chairperson	RM120,000 per annum
Non-Executive Directors	RM70,000 per annum
Directors’ Fees in Subsidiary Company	FY 30 April 2022
Non-Executive Directors	RM36,000 per annum

Part B – Directors’ Other Remuneration/Benefits FY 30 April 2022

Board Committee Fees	Chairman	Member
Audit Committee	RM40,000	RM30,000
Nomination & Remuneration Committee	RM30,000	RM20,000
Tender Committee	RM20,000	RM10,000
Executive Committee	RM40,000	RM30,000

Meeting Allowance (per meeting)		
Board Meeting	RM1,000	RM1,000
Committee Meeting	RM1,000	RM1,000

Other Benefits ✧	
Board Chairperson	Company’s car, driver, Group Personal Accident insurance coverage and other reimbursable / claimable benefits
Directors	Group Personal Accident insurance coverage and other reimbursable / claimable benefits

✧ *Applicable to the Board of United Malacca Berhad only.*

Key Senior Management

The key senior management team refers to the individual(s) who holds the highest level of management responsibility and decision-making authority within UMB Group, including the C-suites employees who are not directors.

The remuneration components of the key senior management shall consist of basic salary, performance-based bonus, benefits-in-kind, and other incentives (where applicable).

The remuneration package for the key senior management aims to attract, develop and retain high-performing and talented individuals with the relevant experience and expertise, and is structured to link reward to individual and corporate performance. The NRC reviews the remuneration packages of the key senior management annually.

This Policy shall be reviewed periodically by the NRC, as and when appropriate, to reflect the current market practices.

The Board of Directors approved this Policy on 28 June 2022.