

Remuneration Policy

OSKH-CS-POL-002-2

28 February 2018

OSK Holdings Berhad (207075-U)

OSK Holdings Berhad (207075-U)	28 February 2018
	OSKH-CS-POL-002-2
Remuneration Policy	Page 2 of 4

Contents

Revision History Log	3
Glossary	3
A. POLICIES.....	4
A1. Overview.....	4
1. Introduction.....	4
2. Objectives.....	4
3. Evaluation / Review	4

OSK Holdings Berhad (207075-U)	28 February 2018
	OSKH-CS-POL-002-2
Remuneration Policy	Page 3 of 4

Revision History Log

Ver. No	Section	Section Name	Page	Details of Amendments	Effective Date	e-Circular No.
1	All	All	All	Document approved	Feb 2013	N/A
2	All	All	All	Document revised: - Renamed Remuneration Committee to Nomination and Remuneration Committee - Renamed CEO to GMD	28 Feb 2018	OSKH/CS/C IR/003

Glossary

Term	Description
"GMD"	Group Managing Director
"Key Senior Management Staff"	Refers to Executive Director or above of the Group
"NRC"	Nomination and Remuneration Committee
"the Group"	OSK Holdings Berhad and its subsidiaries

Disclaimer

Unless otherwise indicated, this document and the information contained therein are the property of OSK Holdings Berhad, its subsidiaries and / or its affiliates, collectively. This document is provided solely for the internal use of the authorised personnel. Dissemination or sale of this document, as a whole or in parts (including on the World Wide Web) is strictly prohibited. All users shall not modify, copy, distribute, republish, or upload the whole or parts of this document without prior written consent of OSK Holdings Berhad.

OSK Holdings Berhad (207075-U)	28 February 2018
	OSKH-CS-POL-002-2
Remuneration Policy	Page 4 of 4

A. POLICIES

A1. Overview

-
- 1. Introduction**
- To develop a policy on the remuneration of directors, Executive Chairman, Group Managing Director (“GMD”) and Key Senior Management Staff under conditions of objectivity and transparency.
- 2. Objectives**
- The Nomination and Remuneration Committee (“NRC”) shall be responsible for developing a formal and a transparent policy and framework on the remuneration of directors, Executive Chairman, GMD and Key Senior Management Staff in the OSK Holdings Berhad and its subsidiaries (“the Group”) for the Board’s approval. The NRC will take into consideration the following:
 - Ensure the remuneration supports the Group’s objective, culture and strategy.
 - Remuneration and employment conditions of the industry and market as a whole.
 - The Group’s performance.
 - Individual’s performance against established criteria and performance related elements; his or her responsibility and accountability.
 - The remuneration for non-executive directors must be in line to the level of contribution, taking into account factors such as effort and time spent and the responsibilities entrusted.
 - The remuneration for each board member to be based on level of expertise, knowledge and experience.
 - The policy to cover directors’ fee, salaries, allowances, bonuses, options and benefits-in-kind and termination / retirement benefits.
- 3. Evaluation / Review**
- The NRC shall meet at least once a year to review the remuneration packages of the directors, Executive Chairman, GMD and Key Senior Management Staff.

End