1. **Policy**

1.1 This Remuneration Policy and Procedures applies to the Director and Senior Management of BLD Plantation Bhd. (“BLDP”).

1.2 The Remuneration Committee consists of exclusively or a majority of Non-Executive Directors to ensure a formal and transparent remuneration process is established.

1.3 This Remuneration Policy and Procedures ensures that Directors and Senior Management are offered an appropriate level of remuneration and benefits.

2. **Procedures**

2.1 The Remuneration Committee reviews, assesses and recommends the remuneration packages of the Directors and Senior Management.

2.2 The Remuneration Committee shall report and make recommendations on the results of its evaluation to the Board annually.

2.3 The Remuneration Committee ensures the remuneration packages structure is commensurate with individual performance which aligns with long-term objective of the Company.