



FRASER & NEAVE HOLDINGS BHD

Senior Managers' Remuneration Policy

1. OBJECTIVES OF THIS POLICY

The objectives of the Senior Managers' Remuneration Policy ("this Policy") is to maintain fair and competitive packages for the Senior Managers ("Senior Managers") of Fraser & Neave Holdings Bhd ("F&NHB" or "Company") based on business needs and industry practice. It is aimed at motivating the Senior Managers to drive and achieve the long-term objectives of the F&NHB Group.

2. SCOPE OF THIS POLICY

This Policy applies to the Senior Managers of the Company.

3. COMPONENTS OF REMUNERATION OF SENIOR MANAGERS

Senior Managers are paid the following remuneration:

Remuneration Components	Operation
Cash and Allowances	Senior Managers are getting 13-month basic salary, a fixed amount of car allowance and EPF on car allowance according to Job Grade.
Short Term Incentive	Senior Managers are paid a variable bonus based on their annual performance for the financial year.
Long Term Incentive	Senior Managers are entitled to the Share Grant Plan whereby the allocation of shares is determined by their Job Grade and Total Performance Management System (TPMS) scores.
Benefits	Senior Managers are entitled for paid leaves (Annual/ Medical/ Hospitalisation/ Compassionate), outpatient/ specialist/ dental benefits, Group Insurance (Term Life and Hospitalisation & Surgical) and Mobile Phone subsidy.

4. BASIS OF REMUNERATION OF SENIOR MANAGERS

Remuneration of Senior Managers are based on their seniority, role and responsibilities in the Company.

5. REVIEW OF REMUNERATION OF SENIOR MANAGERS

Salary review of the Senior Managers shall be proposed by the Management and presented to the Remuneration Committee for approval. The competitiveness of total remuneration is benchmarked against companies in the food and beverages industry after having considered the Company's performance.

6. REVIEW OF THIS POLICY

Remuneration Committee shall review this Policy periodically and as and when required in the light of new industry practices and competitiveness.

7. DISCLOSURE OF THIS POLICY

The Board of Directors will make appropriate disclosure in the Company's annual report of the key aspects of this Policy in line with the Malaysian Code on Corporate Governance.

This Policy will be published on the Company's corporate website.

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