



ORIENTAL FOOD INDUSTRIES HOLDINGS BERHAD
(Company No. 389769-M)

BOARD REMUNERATION POLICY

Remuneration of Executive Directors

The remuneration of the Executive Directors which includes the Group Managing Director and Group Chief Executive Officer and shall be reviewed and proposed by the Top Management to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Annual Bonus

The Executive Directors which includes the Group Managing Director and Group Chief Executive Officer shall be entitled to the Company's annual cash bonus. The amount of bonus shall be proposed by the Top Management to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Other benefits

Executive Directors which includes the Group Managing Director and Group Chief Executive Officer shall also be entitled to other benefits provided to employees of the Company.

Remuneration for Non-Executive Directors

The remuneration of Non-Executive Directors proposed by the Top Management is determined by the Board which comprises the following:

i. Director Fees

Executive and Non-Executive Directors receive fees. The fees are to be determined and recommended by the Board and to be approved by shareholders.

ii. Meeting Allowance

The Non-Executive Directors of the Company receive meeting allowance for attending Board and Committee meetings.

The meeting allowance is to be determined by the Board.