

**FINTEC GLOBAL BERHAD (774628-U)**  
(Formerly known as Asia Bioenergy Technologies Berhad)  
(Incorporated in Malaysia)

**TERMS OF REFERENCE OF REMUNERATION COMMITTEE**

**1. Membership**

The Committee shall be appointed by the Board of Directors and shall consist of not less than two (2) members. All the Committee members must be Non-Executive Directors with a majority of whom shall be independent directors.

The office of a Committee member shall automatically be vacated when he ceased to be a director.

In the event of any vacancy in the Committee resulting in the non-compliance of the above, the Company must fill vacancy within three (3) months.

The Board of Directors must review the term of office and performance of the Committee and each of its members at least one every three (3) years to determine whether such Committee and members have carried out their duties in accordance with their terms of reference.

**2. Chairman**

The Chairman shall be elected by the Committee from amongst their members.

If the Chairman is not present at a meeting within fifteen (15) minutes after the time appointed for holding the meeting, the members of the Committee may elect one (1) of their numbers to be the chairman of the meeting.

**3. Secretary**

- 1) The Company Secretary or her nominee shall act as Secretary of the Committee and shall be responsible, in conjunction with the Chairman, for drawing up the agenda and circulating it prior to each meeting.

The Secretary or her nominee shall be in attendance at each Committee meeting and record the proceedings of the meeting thereat and minute the resolutions.

- 2) The Secretary shall also be responsible for keeping the minutes of meetings of the Committee and circulating them to the Committee Members. The Committee Members may inspect the minutes of the Committee at the Registered Office of the Company.

#### **4. Meeting**

- (1) The Committee shall meet at least once a year and hold additional meetings as and when necessary depending on the level of responsibility and complexity of the Group.
- (2) The Members may participate in a meeting by means of conference telephone, conference videophone or any similar or other communications equipment by means of which all persons participating in the meeting can hear each other. Such participation in a meeting shall constitute presence in person at such meeting.
- (3) The quorum for a meeting shall be two (2) members with a majority of the independent directors present at the meeting. The Committee at which a quorum is present is considered to be competent for the exercise of its authorities, powers and discretions vested upon it.
- (4) All decisions at such meeting shall be decided on a show of hands on a majority of votes. The Chairman shall have a casting vote.
- (5) Meetings of the Committee shall be called by the Secretary of the Committee at the request of the Chairman of the Committee based on planned calendar dates. Notice of each meeting confirming the venue, time and date, together with an agenda of items and its supporting papers to be discussed, shall be forwarded to each member of the Committee, no later than five (5) working days before the date of the meeting.

The Committee shall have the right to invite other Directors, Management and consultants as applicable to participate in the Committee meetings, as and when necessary, to carry out its responsibilities.

- (6) The Secretary or his/her nominee shall minute the proceedings and resolutions, including the names of all attendees. Draft minutes of meetings of the Committee shall be circulated promptly to all members of the Committee. Once approved, minutes should be circulated to all other directors, unless a conflict of interest exists.
- (7) The Committee may establish procedures from time to time to govern its meetings, keeping of minutes and its administration.

#### **5. Duties and Functions**

The main functions and duties of the Committee shall include, but are not limited to the following:

- (a) Recommend and advise the Board of Directors the remuneration and terms of conditions (and where appropriate, severance payments) of the Executive

Directors (including the Chief Executive Officer (“CEO”)), ensuring that remuneration is set at a competitive level for similar roles within comparable markets to recruit, attract, retain and motivate high calibre, individuals and so structured as to align their interest with those of the Company and shareholders.

- (b) Establish a formal and transparent procedure for developing framework or policy on remuneration packages of individual directors, taking into consideration the following:-
  - In case of Executive Directors (including the CEO), the component parts of remuneration should be structured so as to link rewards to corporate and individual performance;
  - In the case of Non-Executive Directors, the level of remuneration should reflect the experience and level of responsibility undertaken by the Non-Executive Director concerned.
- (c) Monitor structures and levels of remuneration for other senior executives and make recommendations, if appropriate, to ensure consistency with the Company’s remuneration objectives.
- (d) Approve any major changes to employee compensation and benefits arrangements applicable to the Executive Director(s) and senior management.
- (e) Approve incentive plans for the Executive Directors and senior management, and any amendments to such plan.
- (f) Carry out other responsibilities, functions or assignments as may be defined by the Board of Directors from time to time.
- (g) Establish and review the benefits in all its form for the Executive Directors, Non-Executive Directors, CEO and key management positions under the employment within the Group.
- (h) Review and approve annual salary increments and bonuses for the Executive Directors, CEO and key management positions under the employment of the Group.
- (i) Obtain external advice, where necessary, on benefits for the Executive Directors, Non-Executive Directors and key management positions under the employment of the Group.
- (j) Review the performance of, and recommend to the Board of Directors for approving the annual total remuneration packages (guaranteed pay, short and long-term incentives and any compensation payable for loss or

termination of office or appointment) of individual Executive Directors and senior management;

Determination of remuneration packages of directors, including non-executive chairman, should be determined by the Board of Directors as a whole and the individuals directors concerned (whether executive or non-executive) should abstain from discussing and from participating in decisions of their own remuneration packages.

## **Others**

### (a) Shareholders' Meeting

The Chairman of the Committee should attend the Shareholders' Meeting to answer any shareholder's questions on the Committee's activities, in particular on areas pertaining to proposed resolutions for shareholders to consider on the Directors' fee and Directors' Remuneration (excluding directors' fees) for each financial year.

### (b) Reporting Responsibilities

The Chairman of the Committee shall report to the Board of Directors on its proceedings after each meeting of the Committee. The Committee shall make recommendations to the Board of Directors as appropriate on any area within its responsibility or as delegated by the Board of Directors, where action or improvement is needed. The Committee shall produce a report to be included in the Company's annual report about its activities and the disclosure of Directors' Remuneration or senior management's remuneration (where applicable).

### (c) Access to Advice

In furtherance to their duties as the Committee's members of the Company, there should be an agreed procedure for the members, whether as a full Committee or in their individual capacity, access to resources and information as deemed appropriate for the discharge of its responsibilities to the Company, including obtaining independent professional advice at the Company's expense and period review of its terms of reference against its performance.

The Committee should be entitled to the services of a secretary on all Committee matters, including assisting the Chairman in planning the Committee's work, drawing up meeting agendas, maintenance of meeting minutes and collection and distribution of information and provision of any necessary practical support, as well as obligations arising from the Listing Requirements of Bursa Malaysia Securities Berhad and/or other regulatory authorities.

**6. Terms of Reference**

The terms of reference should be assessed, reviewed and updated at least once every three (3) years by the Committee or as and when there are changes to the Malaysian Code on Corporate Governance 2017 and the ACE Market Listing Requirements of Bursa Securities that may have an effect on the Committee's responsibilities.

The Committee should recommend any change to the terms of reference to the Board of Directors for approval.