



Plantation

Sime Darby Plantation Berhad

SENIOR MANAGEMENT REMUNERATION POLICY

Vision

- To be a Leading Integrated Global Palm Oil Player

Pay Philosophy

- Total Remuneration to be at 75th percentile (P75) of the market for employees exceeding targets

Governance

- Remuneration packages are endorsed by the Nomination & Remuneration Committee and approved by the Board of Directors of Sime Darby Plantation Berhad (SDP)
- Salary increment and bonus (if any) are at the sole discretion of the SDP Board, guided by the Company's performance and the individual's performance rating

Total Rewards Components

- Consist of both fixed and variable components