

MLABS SYSTEMS BERHAD
Company Registration No. 200401014724 (653227-V)

Remuneration Policy & Procedure

Remuneration of Executive Directors

The remuneration of the Executive Directors shall be reviewed and proposed by Management (EXCO) to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Annual Bonus

The Executive Directors shall be entitled to participate in the Company's annual cash bonus. The amount of bonus shall be proposed by the EXCO to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Other Benefits

Executive Directors shall also be entitled to other benefits provided to the employee of the Company and other additional benefits if so proposed by the EXCO to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Remuneration of Non-Executive Directors

The remuneration of non-executive directors proposed by the EXCO is determined by the Board which comprises the following :

Director Fee

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

Meeting Allowance

The non-executive directors of the Company will receive meeting allowance for attending Board Committee meetings and Board meetings. The meeting allowance is to be determined by the Board.

Other benefits

The non-executive directors of the Company are also entitled to other benefits if so proposed by the EXCO for recommendation to the Board for decision.

The Directors may be remunerated by a fixed sum (for non executive director) or by a percentage of profits (for executive directors) or otherwise as may be determined by the Board for the performance of extra services or to make any special exertions in going or residing away from his usual place of business or residence for any purpose of the Company or giving special attention to the business of the Company. Such remuneration may be either in addition to or in substitution for his or their share in the remuneration from time to time provided for the directors.

Such remuneration would be proposed by the EXCO to the Remuneration Committee for their review, consideration and recommendation to the Board for decision.