



Tune Protect Group

**Statement of Policy on
Remuneration for
Key Senior Officers**

1. Introduction

Tune Protect Group Berhad ("the Group") adopts a structured approach to the remuneration for Key Senior Officers that aligns performance with the Group's long-term strategic objectives and stakeholder interests. This Statement is issued in line with Bursa Malaysia Listing Requirements and the Group's commitment to good governance.

2. Remuneration Philosophy

The Group's remuneration policy for Key Senior Officers is guided by the following principles:

- **Equity and Fairness:** Consistent and fair pay outcomes across similar roles.
- **Performance-Driven Rewards:** Strong alignment with both corporate and individual performance.
- **Market Competitiveness:** Periodic benchmarking against industry peers.
- **Risk and Conduct Alignment:** Discourages excessive risk-taking and promotes sound governance

3. Components of Remuneration

Component	Description
Fixed Pay	Base salary and fixed allowances based on role scope, experience, and market benchmarks.
Short-Term Variable Pay (STVP)	Annual bonuses linked to achievement of KPIs including financial, risk, compliance, and ESG goals
Long-Term Incentives (LTI)	Deferred performance-based awards, promoting long-term value creation and alignment with stakeholder interests
Benefits	Medical coverage, insurance, and standard employee benefits.

4. Governance and Oversight

- The **Board of Directors** provides overall oversight.
- The **Remuneration Committee** reviews and recommends the remuneration packages for Key Senior Officers
- The **Risk Management Committee** ensures remuneration structures are aligned with prudent risk-taking and compliance.

5. Performance and Accountability

- Key Senior Officer KPIs incorporate:
 - Risk and compliance performance
 - Customer outcome metrics (Fair Treatment of Financial Consumers)
 - Strategic execution and operational results
- Annual calibration ensures consistency and fairness across the Group

6. Deferral and Clawback

- The Group reserves the right to **claw back** paid or deferred incentives in cases involving:
 - Misconduct or gross negligence
 - Breach of regulatory or mapped responsibilities
 - Material misstatement of financial results
 - Consumer detriment or reputational damage
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7. Disclosure

The Group will publish a summary of this policy and disclose key remuneration details of the relevant Key Senior Officers in the Annual Report, as required under Bursa Malaysia and Bank Negara Malaysia guidelines.

This Statement is published in the interest of transparency and good governance.