



Policy & Procedure

Remuneration for Non-Executive  
Directors

Benefits 2.8

Human Resources



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## Objective

This Remuneration Policy is developed in alignment with the Malaysian Code on Corporate Governance (“MCCG”). It is intended to provide guidance for the Board of Directors (“Board”) and the Remuneration Committee (“RC”) to administer the remuneration of its Non-Executive Directors, taking into account the demands, complexities and performance of the Company and its subsidiaries (collectively referred to as the “Group”) as well as skills and experience required.

The remuneration practices of the Group should comply with the following objectives:

- be aligned with the business strategy and long-term objectives of the Group;
- be comparable to the market rate of remuneration.

## Policy

- This Policy shall apply to the Company Non Executive Directors.
- The main components that shall form the remuneration are set out below:

<b>Component</b>	<b>Description</b>
Fees	A fixed sum provided to Non Executive Directors for their ongoing contribution to the Board
Meeting allowance	A payment shall be made to Directors on a per-meeting basis with a condition that attendance (physical or virtual) is a prerequisite for remittance.

- The evaluation of remuneration packages shall be conducted annually.
- The Remuneration Committee, with the support of the Human Resources Manager, shall ensure that the provisions of this Policy and Procedures continue to comply with the legal requirements and corporate governance requirements and, if necessary, shall suggest amendments to this Policy and Procedures for consideration by the shareholders.

## Procedure

- The RC is tasked with reviewing and recommending to the Board the remuneration packages for Non-Executive Directors.
- Non-Executive Directors remuneration package shall be determined on the basis of their qualification, experience and level of responsibilities in regards to both at Board and Board Committee level.
- The determination of the Non-Executive Directors is rest with the Board. The annual fee and meeting allowance payable to Non-Executive Directors are presented to the shareholders at the Annual General Meeting for their approval.
- The remuneration package is reflective of the individual experience and level of responsibilities and it is structured to link to corporate and individual performance. The Non-Executive Directors however, do not participate in the Board’s deliberation on their respective remuneration. Contact Us