

DIRECTORS AND SENIOR MANAGEMENT REMUNERATION

The Directors' remuneration is a means to acknowledge the Directors' contributions. It is also a means to attract, motivate and retain Directors of certain caliber and expertise who are willing to contribute their time, efforts and experience towards managing the Company effectively. The reward levels commensurate with the competitive market and business environment in which the Company operates whilst at the same time reflective of the Directors' experience and level of responsibilities.

The remuneration structure for the Non-Executive Directors takes into consideration the relevant factors which include the function, responsibilities, expertise, risk involved and time spent for the preparation of the Board and Board Committee meetings. A higher rate (premium) is given to the Chairman of the Board and the Board Committees in view of his/her additional role in guiding and managing the Board and the Board Committee meetings.

DIRECTOR'S REMUNERATION POLICY

The policy on the remuneration for Directors is as follows:

(a) Fees and Other Emoluments

Non-Executive Directors are remunerated by way of monthly fees, a sitting allowance and other emoluments. Fees payable to Non-Executive Directors are subject to shareholders' approval at the Annual General Meeting.

(b) Benefits In Kind

Other benefits such as Directors' Health and Medical Benefit together with Directors' and Officers' ("D&O") liability insurance and travelling allowance are also provided.

DIRECTOR'S REMUNERATION FRAMEWORK

The remuneration of the Directors is reviewed regularly to ensure the Directors are reasonably remunerated and reflects their role, responsibilities and efforts in discharging their fiduciary duties. The remuneration framework as approved by the shareholders are as follows:-

BIMB Holdings Berhad		Retainer Fees (per annum)	Chairperson's Premium (per annum)	Meeting fees (per meeting)
		RM	RM	RM
Board	Chairman	48,000	72,000	5,000
	Member	48,000	n/a	3,000
BAEC	Chairman	24,000	12,000	5,000
	Member	24,000	n/a	3,000
BRC	Chairman	24,000	12,000	5,000
	Member	24,000	n/a	3,000
BNRC	Chairman	12,000	12,000	5,000
	Member	12,000	n/a	3,000

BIMB Holdings Berhad		Other Emoluments Per Annum (RM)		
		Vehicle allowance	Medical	Leave Passage
Board	Chairman	120,000	18,000	40,000
	Member	24,000*	18,000	30,000

Notes:

* The entitlement only for director that holds the position of Senior Independent Non-Executive Director.

KEY SENIOR OFFICER REMUNERATION

The remuneration package for the Key Senior Officer is structured to link rewards to corporate and individual performance. It comprises salary, allowances, bonuses and other customary benefits as accorded by comparable companies. A significant portion of the Key Senior Officer's compensation package is variable and is determined by performance during the year against individual KPIs in a scorecard aligned with corporate objectives. The Board Nomination & Remuneration Committee reviews the performance of the Key Senior Officers annually and submits its recommendations for remuneration to the Board.

Remuneration Summary of the Chief Executive Officer and Senior Management

Elements	
Fixed Component <ul style="list-style-type: none"> • Basic salary • Fixed Allowances • Cash Bonus 	Variable Component <ul style="list-style-type: none"> • Benefit-in-Kind • Other Emoluments