

ANNUM BERHAD
(fka CYMAO HOLDINGS BERHAD)
[Registration No. 199701030432 (445931-U)]
Incorporated in Malaysia

REMUNERATION COMMITTEE

REMUNERATION POLICY FOR NON-EXECUTIVE DIRECTORS

A. Objective

To link the level of remuneration to the experience and level of responsibilities undertaken by the particular non-executive concerned.

B. Policy

- The remuneration of Non-Executive Directors shall be the ultimate responsibility of the full Board after considering the recommendations of the Remuneration Committee.
- Non-Executive Directors are not to participate in discussion on their own remuneration.
- Non-Executive Directors will be paid a basic fee as ordinary remuneration.
- Remuneration of the Non-Executive Directors will be reviewed annually by the Board after taking independent advice of the Remuneration Committee.
- Remuneration Committee shall have access to professional advice on remuneration matters both within the Group and from external specialists in this field.
- Summary of the remuneration should appear in the Annual Report with the need for transparency and accountability in the setting of Non-Executive Directors' fees, benefits and remuneration having regard to the interests of all parties, the Company, the Directors and the shareholders.