

# EASTLAND EQUITY BHD

## BOARD REMUNERATION POLICY AND PROCEDURE

The Remuneration Committee is delegated with the responsibility to recommend to the Board the remuneration packages of the executive directors and non-executive directors in all its forms, drawing from outside advice as appropriate. The directors' remuneration should be determined by the Board as a whole. However, the directors concerned should abstain from discussion and deciding of their own remuneration. Directors who are shareholders of the Company shall also abstain from voting at general meeting to approve their remuneration.

Broadly, the remuneration policy of the Board shall take into account the complexity of the company's business and the individual's responsibilities. In addition, the remuneration should also be aligned with the business strategy and long-term objectives of the company.

The remuneration of the Executive Directors and Senior Management shall be determined on the basis of the directors' and senior management's merit, qualification and competence, having regard to the company's operating results, individual performance and comparable market statistics.

The Board shall use the result of the performance appraisal conducted and reported by the Nominating Committee as its basis for determining the directors' remuneration. In addition, the Board shall ensure that the remuneration of the Board members and Senior Management are disclosed in accordance with the practices of the Malaysia Code of Corporate Governance.

The maximum amount of annual fees to be paid to Independent Directors will be recommended by the Board and subject to ordinary resolution of the shareholders.