

MULPHA INTERNATIONAL BHD

REMUNERATION POLICY FOR BOARD OF DIRECTORS

Objective

To attract and retain Directors of high calibre needed to run the Company successfully and to drive the Company's objectives.

Executive Directors

The remuneration of the Executive Directors is structured on the basis of linking rewards to corporate and individual performance. Market survey data on the remuneration practices of comparable companies is taken into consideration in determining the remuneration packages for the Executive Directors.

The remuneration of the Executive Directors includes salary, bonus and benefits-in-kind.

Non-Executive Directors

For Non-Executive Directors, the level of remuneration reflects their experience, expertise and level of responsibilities undertaken by the Non-Executive Directors concerned. Market survey data is also used to benchmark the Directors' fees and benefits before recommendation is made to the Board.

The remuneration payable to the Non-Executive Directors comprises Directors' fees, fixed allowance and meeting attendance allowance.

The Board collectively determines the remuneration for the Non-Executive Directors based on the recommendation from the Remuneration Committee. Each of the Non-Executive Directors would abstain from deliberating and voting in respect to his individual remuneration. Directors' fees and benefits payable to the Non-Executive Directors are subject to the approval of shareholders at the Annual General Meeting of the Company.