



# Boustead Holdings Berhad

196001000193 (3871-H)  
*(A member of LTAT Group)*

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## **DIRECTORS REMUNERATION POLICY**

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(as at 24 November 2022)



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## BOUSTEAD HOLDINGS BERHAD DIRECTORS REMUNERATION POLICY

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- iii) The remuneration package for Executive Directors is structured so as to link reward to individual and corporate performance.
- iv) The Executive Directors concerned shall not participate in the decision of their own remuneration but may attend the Nominating and Remuneration Committee meetings at the invitation of the Chairman of the Nominating and Remuneration Committee if their presence is required.

### 2.2 **Non-Executive Directors**

- i) The remuneration components for Non-Executive Directors shall consist of Directors' fees, benefits-in-kind and other benefits including meeting allowances.
- ii) Non-Executive Directors' remuneration packages shall be determined on the basis of their qualification, experience and competence, having regard to their responsibilities, time commitment and annual evaluation as undertaken by the Nomination and Remuneration Committee.
- iii) Fees payable to Non-Executive Directors shall be by a fixed sum, and not by a commission on or percentage of profits or turnover.
- iv) The fees of the Directors, and any benefits payable to the Directors including any compensation for loss of employment of a Director or former Director of the Company and its subsidiaries shall be approved at the Annual General Meeting.

### 3 **Periodic Review and Disclosure**

- 3.1 The Nominating and Remuneration Committee shall conduct a periodic review of this policy as appropriate to align with the current market practices and requirements of the regulators.
- 3.2 The Board shall disclose this policy on the Company's website.