

SBC CORPORATION BERHAD (199310-P)

REMUNERATION POLICY FOR EXECUTIVE DIRECTORS

1. Objective

To structure the component parts of remuneration so as to link rewards to corporate and individual performance of the executive directors.

2. Policies

- (i) The remuneration of Executive Directors shall be the ultimate responsibility of the full Board after considering the recommendations of the Remuneration Committee.
- (ii) Executive Directors are not to participate in discussion on their own remuneration.
- (iii) Remuneration of the Executive Directors will be reviewed annually by the Board after taking independent advice of the Remuneration Committee.
- (iv) Remuneration Committee shall have access to professional advice on remuneration matters both within the Group and from external specialists in this field.
- (v) Level of remuneration should be sufficient to attract and retain the Executive Directors needed to run the Group successfully.
- (vi) Summary of the remuneration should appear in the Annual Report with the need for transparency and accountability in the setting of Directors' pay, benefits-in-kinds and other remuneration having regard to the interests of all parties, the Company, the Directors and the shareholders.
- (vii) Executive Directors shall be provided with a competitive compensation package that reflects market value, sustained individual performance, job responsibilities and the group's performance against financial objectives. The remuneration package shall consist of a fixed component which include a monthly salary and benefits-in-kind, such as, a company car, driver and medical insurance; and a variable component which includes short-term incentive in the form of a performance-based bonus.