

SBC CORPORATION BERHAD (199310-P)

REMUNERATION POLICY FOR NON-EXECUTIVE DIRECTORS

1. Objective

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

2. Policies

- (i) The remuneration of Non-Executive Directors shall be the ultimate responsibility of the full Board.
- (ii) Non-Executive Directors are not to participate in discussion on their own remuneration.
- (iii) Non-Executive Directors will be paid a basic fee and an extra fee as members of Board Committees.
- (iv) Remuneration of the Non-Executive Directors will be reviewed annually by the Board.
- (v) The Board shall have access to professional advice on remuneration matters both within the Group and from external specialists in this field.
- (vi) 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 having regard to the interests of all parties, the Company, the Directors and the shareholders.