



MSM MALAYSIA HOLDINGS BERHAD

Summary of the Remuneration Structure for Non-Executive Directors and Group Chief Executive Officer



NON-EXECUTIVE DIRECTORS' REMUNERATION STRUCTURE

1) Directors' Fees Structure

FEES	Non-Executive	
	Chairman	Directors
<ul style="list-style-type: none"> Board <i>(to be paid on monthly basis as per the Shareholders' approval at the 9th AGM held on 17 June 2020)</i> 	RM315,000 (RM26,250/month)	RM120,000 (RM10,000/month)
<ul style="list-style-type: none"> Audit Governance & Risk Committee <i>(This Board Committee was a merger of Audit Committee and Board Governance & Risk Management Committee on 10 June 2020)</i> 	RM24,000	RM12,000
<ul style="list-style-type: none"> Nomination and Remuneration Committee Investment & Tender Committee <i>(This is a new Board Committee established on 10 June 2020)</i> 	RM10,000	RM8,000

2) Directors' Benefits Structure

Meeting Allowance	<ul style="list-style-type: none"> Board and Board Committee meetings : RM2,000 per attendance
Other benefits	<ul style="list-style-type: none"> Company car (Chairman only) : <ul style="list-style-type: none"> - one (1) Company car of at least 2000cc Driver allowance OR Security services allowance: <ul style="list-style-type: none"> - not more than RM2,500 per month (reimbursable) medical expenses, insurance coverage, travelling expenses and other claimable benefits

SUMMARY OF THE GROUP CHIEF EXECUTIVE OFFICER'S REMUNERATION STRUCTURE

The summary of the Group CEO's remuneration package is as follows:

