

DIRECTORS FEE STRUCTURE

BOARD/BOARD COMMITTEES	Fees per Annum (RM)	
	Chairman	Member
Board of Directors	315,000.00 (RM26,250/ month)	120,000.00 (RM10,000/ month)
Board Committees' Fees		
- Audit, Governance and Risk Committee	64,000.00	32,000.00
- Nomination and Remuneration Committee	35,000.00	20,000.00
- Investment and Tender Committee	32,000.00	16,000.00
- Other Board Committee	32,000.00	16,000.00

The above is subject to the following conditions:

- If a director serves for less than one year, the amount of fee payable shall be pro-rated accordingly.
- Annual fees and meeting allowances shall not be paid to a Director of a company if he or she also holds an executive position in the company that pays the Annual fees or meeting allowances.
- The payment of the Directors' fee shall subject to the shareholders' approval at the AGM.

DIRECTORS BENEFIT STRUCTURE

DESCRIPTION	CHAIRMAN	NEDS
Meeting Allowance (per meeting)		
♦ Board	RM2,000	RM2,000
♦ Audit, Governance and Risk Committee	RM2,000	RM2,000
♦ Nomination and Remuneration Committee	RM2,000	RM2,000
♦ Investment and Tender Committee	RM2,000	RM2,000
♦ Other Board Committee	RM2,000	RM2,000
Benefits-in-kind		
Company car	1 unit, 2,000 cc with RM180,000 per annum for car utility	-
Driver allowance	RM2,500 per month	-
Group insurance	Provided	Provided
Medical coverage	Provided	Provided
Mobile phone bill	Reimbursement for a fixed plan	-

Meeting allowances

The meeting allowance of RM2,000.00 will remain the same for the Board and Board Committee members for each meeting that they attended, in accordance with the MSM Non-Executive Directors' Remuneration Policy.

Benefits

This comprises benefits-in-kind i.e. medical insurance coverage, group personal accident insurance coverage, travelling and other claimable benefits which are in accordance with Paragraphs 8.3 to 8.5 of the MSM Non-Executive Directors' Remuneration Policy and the payment will be made based on the shareholders' approval obtained at the AGM.

SUMMARY OF GROUP CHIEF EXECUTIVE OFFICER REMUNERATION POLICY

The Group CEO's remuneration package is recommended by the NRC and approved by the Board. The package takes into account the CEO's individual performance, which is benchmarked against the Company's targets, as well as the market rate for benefits-in-kind, annual increments and bonuses. The Company has a policy that also accounts the performance of the Company beyond short-term financial measures. However, the Group CEO is not entitled to annual fees or meeting allowances for Board and Board Committee meetings, and MSM's subsidiaries Board.

