

## **BOARD REMUNERATION POLICY**

### **1. INTRODUCTION**

The policy for Directors' remuneration is to provide a remuneration package needed to attract, retain and motivate Directors of the quality required to manage the business of Pelangi Publishing Group Bhd. ("PPG"). The Company provides competitive remuneration and benefits necessary to attract and retain high quality Non-Executive Directors.

### **2. DIRECTORS' REMUNERATION DETERMINANTS**

The Board will determine the level of remuneration paid to Directors, taking into consideration the recommendation of the Remuneration Committee.

The level and make up of remuneration should be sufficient to attract and retain the Board members needed to run the Company successfully, but the Company should avoid paying more than necessary for this purpose.

The component parts of remuneration should be structured so as to link reward to corporate and individual performance. As for Independent Non-executive Directors, the level of remuneration should reflect the experience and level of responsibilities undertaken by the respective Independent Non-Executive Director Directors.

### **3. DIRECTORS' REMUNERATION STRATEGY**

#### **(a) Executive Directors**

The remuneration strategy for Executive Directors of PPG is to pay competitively and through the use of an integrated pay and benefits structure, to reward corporate and individual performance in order to contribute to the Company.

The remuneration strategy reflects the competitive nature of PPG's operation, recognising the need to attract, motivate and retain high quality and calibre personnel.

#### **(b) Non-Executive Directors**

Non-Executive Directors will be paid directors' fee. Additional allowance shall be paid based on their responsibilities in the Board and on the Committee and/or for any other special skills and expertise that bring to the Board. Any fee paid to an alternate Director, if any, shall be agreed between himself and Director nominating him and shall be paid out the remuneration of the latter.

Meeting allowances will be given to Director attend and present for the Board Meeting. Training related expenditure will be paid as to enable Directors to attend Mandatory Accreditation Programme as required by Bursa Malaysia Securities Berhad ("Bursa Securities"). This is to enhance Directors' skills through appropriate continuing programmes and life-long learning as to enable them effectively discharge his duties and promote active participation in the Board's deliberation.

### **4. REPORTING**

A formal and transparent procedure has been established by PPG for developing the policy on executive remuneration and for fixing the remuneration packages of individual Board members.

The Board should report to the shareholders on the Directors' remuneration and this should be included in the annual report of the Company.

## **5. REVIEW OF DIRECTORS' REMUNERATION**

Remuneration Committee ("RC") shall review Directors' remuneration on an annual basis as follow:

### **(a) Executive Directors**

RC considers the market competitiveness, business results, experience and individual performance in evaluating the Executive Director's remuneration.

### **(b) Non-Executive Directors**

RC consider the experience, skills, and knowledge in discharging their responsibilities to the Board and their contribution to the effectiveness of the Board.