

## **DIRECTORS AND SENIOR MANAGEMENT REMUNERATION POLICY**

### **1.0 INTRODUCTION**

This policy sets out the criteria to be used in recommending the remuneration package of Directors and Senior Management of LYC Healthcare Berhad (“the Company”) and is in line with the best practice provisions of the Malaysian Code on Corporate Governance.

### **2.0 OBJECTIVES**

This policy is designed to:

- 2.1 The salary for Executive Directors are set at a competitive level for similar roles within comparable markets, reflects the performance of the director, skills and experience as well as responsibility undertaken.
- 2.2 Directors’ Fees are based on a standard fixed fee and are subject to approval by its shareholders at the Annual General Meeting.
- 2.3 The level of remuneration of the Executive Directors is determined by Remuneration Committee takes into consideration the Directors’ contribution and commitment to the Company, the performance of the Group and the compensation levels for comparable positions among other similar industry.
- 2.4 In the case of Non-Executive Directors, the level of remuneration should reflect the experience and level of responsibilities undertaken by the particular Non-Executive Director concerned. Non-Executive Directors will be paid a basic fee as ordinary remuneration and they will also be paid a sum based on their responsibilities in Board Committees and for their attendances at the meetings.
- 2.5 Meeting Allowance - All the Directors are entitled to a fixed amount of allowance paid in accordance with the number of meeting attended during the year.

- 2.6 No Director other than Executive Directors shall have a service contract with the Company.
- 2.7 No Board member, whether Executive or Non-Executive, will be involved in deciding his own remuneration.
- 2.8 The Remuneration Committee may obtain independent professional advice in formulating the remuneration package of its Directors.

### **3.0 PERIODIC REVIEW AND DISCLOSURE**

- 3.1 The Remuneration Committee should conduct a review on an annual basis of the criteria to be used in recommending the remuneration packages of the Directors and Senior Management. The Remuneration Committee should promptly communicate the new changes or amendments of the criteria to the Board and individual Directors.
- 3.2 The Board should disclose this policy in the Company's website.

This Policy is adopted by the Board of Directors on 11 July 2018.