

MHC PLANTATIONS BHD. (4060-V)
Remuneration Policy and Procedure

Remuneration of Executive Directors and Chief Executive Officer (“CEO”)

The remuneration of the Executive Directors and CEO shall be reviewed and proposed by EXCO to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Annual Bonus

The executive directors and CEO shall be entitled to participate in the Company’s annual cash bonus. The amount of bonus shall be proposed by the EXCO to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Other benefits

Executive directors and CEO shall also be entitled to other benefits provided to employee of the Company and other additional benefits if so proposed by the EXCO to the Remuneration Committee for their consideration and recommendation to the Board for approval.

Remuneration for Non-Executive Directors

The remuneration of non-executive directors proposed by the EXCO is determined by the Board which comprises the following :

Director Fee/Allowance	Non-executive directors receive fees/fixed allowance. The fees/fixed allowances are to be determined and recommended by the Board and to be approved by shareholders.
Meeting Allowance	The non-executive directors of the Company will receive meeting allowance for attending Board Committee meetings and Board meetings. The meeting allowance is to be determined by the Board.
Other benefits	The non-executive directors of the Company are also entitled to other benefits if so proposed by the EXCO for recommendation to the Board for decision.