

TERMS OF REFERENCE OF REMUNERATION COMMITTEE

MEMBERS OF REMUNERATION COMMITTEE

The Remuneration Committee comprises the following Directors:-

Mr Yeoh Chong Keat
Chairman, Independent Non-executive Director

Dato' Yap Sing Hock
Managing Director

Dr Teoh Kim Loon
Independent Non-executive Director

TERMS OF REFERENCE

The Remuneration Committee should consists exclusively or a majority of, non-executive directors, drawing from outside advice as necessary. The Directors do not participate in decisions on their own remuneration.

RESPONSIBILITIES OF THE REMUNERATION COMMITTEE

The Remuneration Committee assumes the following responsibilities:-

- i. to review and recommend to the Board of Directors the remuneration of the Executive Directors of the Company based on their duties, responsibilities and performances and also based on comparison with remuneration packages of executives in other similar sized listed companies in the same industry; and
- ii. to carry out such other functions or assignments as may be delegated by the Board from time to time in the area of directors and/or senior executive remuneration.

The terms of reference of the Remuneration Committee is also available for reference in the Company's website at www.lienhoe.com.my