



## MMM Group Berhad

(Formerly known as Asia Media Group Berhad)

Registration No. 200801011849 (813137-V)

# REMUNERATION POLICY

## 1. OBJECTIVES & GUIDING PRINCIPLES

1.1 The Remuneration Policy of MMM Group Berhad (formerly known as Asia Media Group Berhad) (“MMM” or “Company”) and its subsidiaries (“Group”) is designed to meet the following objectives:-

- To attract, motivate, retain and reward Directors and key senior management who will manage and drive the Group’s success.
- It is the Group’s interest that this remuneration policy shall fairly support the Directors and key senior management in carrying out their responsibilities and fiduciary duties in steering the Group to achieve its long-term goals and enhance shareholders’ value.

1.2 The Remuneration Policy is guided by the following key principles:-

- Performance measures and targets to be aligned with the Group’s corporate strategy and shareholders’ interest.
- Remuneration and rewards shall be granted based on the achievement of Key Performance Indicators (KPIs) and subject to the Group’s overall performance and affordability.
- To ensure total remuneration packages remain competitive with the relevant market and industry via periodic or appropriate market benchmarking exercises.

## 2. REMUNERATION POLICIES & PROCEDURES

### 2.1 Executive Directors

The Remuneration Committee and the Board shall develop and agree on the remuneration policy and procedures, including the fee structure and level of remuneration for Executive Directors and senior management.

The remuneration of Directors is determined at levels which enables the Company to attract and retain Directors with the relevant experience and expertise to manage the business of the Group effectively. Executive Directors who are full time employees of the Group shall receive no additional compensation for services as a Director.

The remuneration components of Executive Directors shall consist of basic salary, performance based bonus, benefits-in-kind and other incentives (where applicable). The remuneration package for Executive Director is structured so as to link reward to individual and corporate performance.



## **MMM Group Berhad**

(Formerly known as Asia Media Group Berhad)

Registration No. 200801011849 (813137-V)

The Executive Directors concerned shall not participate in the decision of their own remuneration but may attend the Remuneration Committee meetings at the invitation of the Chairman of the Remuneration Committee, if their presence is required.

### **2.2 Non-Executive Directors**

Non-Executive Directors receive remuneration in the form of Directors' fees, benefits-in-kind (such as motor vehicle, petrol allowance, provision of driver and provision of mobile devices) and other emoluments as compensation for their services plus the reimbursement of expenses incurred, if any, in the course of performing their services. Additional allowance is payable for acting as Chairman of the Board or Board Committees to reflect the complexity and amount of preparation required in attending the meeting.

The level of remuneration for Non-Executive Directors shall reflect the experience and level of responsibilities undertaken by the Non-Executive Directors concerned. The remuneration of a Non-Executive Director shall not be based on commission, the percentage of profits, or turnover.

The remuneration packages of Non-Executive Directors who serve on the Board and Board Committees is reviewed by the Remuneration Committee annually and thereafter recommend to the Board for their consideration with the Director concerned abstaining from deliberations and voting on decision in respect of his/her individual remuneration package. The Board will then recommend the payment of the Directors' fees and other benefits payable to Non-Executive Directors to the shareholders for approval at each Annual General Meeting of the Company in accordance with Section 230 (1) of the Companies Act, 2016.

### **2.3 Key Senior Management**

The remuneration components of key senior management shall consist of basic salary, performance based bonus, benefits-in-kind and other incentives (where applicable). The remuneration of key senior management is determined at a level which enables the Group to attract, develop and retain high performing and talented individual with the relevant experience, level of expertise, level of responsibilities and is structured so as to link reward to individual and corporate performance.

Key senior management team shall refer to those individuals who generally hold the highest level of management responsibility and decision making authority within the Group. This will typically include the C-suite employees (who are not directors) and any other persons whom the Directors shall consider as being the key senior management.

## **3. REMUNERATION APPROVAL PROCESS**

The performances of the Executive Directors who report to the Chairman are evaluated annually by the Chairman against the set targets in order to determine the recommendation on their remuneration levels.



## **MMM Group Berhad**

(Formerly known as Asia Media Group Berhad)

Registration No. 200801011849 (813137-V)

The performances of the key senior management who report to their respective Executive Directors are evaluated annually by their respective Executive Directors against the set targets in order to determine the recommendation on their remuneration levels.

#### **4. REVIEW OF THIS POLICY**

This policy is subject to regular review by the Remuneration Committee and will be amended as appropriate to align with the current market practices and requirements of the Malaysian Code on Corporate Governance and any other new requirements. Amendment to this policy must be submitted to the Board for approval.

---

The rest of this page is intentionally left blank.

---