



Directors' Remuneration Framework

The Board of CIMB Group Holdings Berhad (CIMB) is mindful that fair remuneration is critical to attract, retain and motivate the Directors of CIMB Group. The Board of CIMB has established a formal and transparent remuneration framework and review process where the fees and benefits payable to the Non-Executive Directors are set out.

The Directors' Remuneration Framework is reviewed every three (3) years by the Board through the Group Nomination and Remuneration Committee (GNRC) where it considers various factors including the Directors' fiduciary duties, risks, time commitment and statutory duties.

GNRC applies the following methodologies:

- Comparison against CIMB's industry peers
- FIDE Forum Directors' Remuneration Report 2015 formula
- Back testing the data against closest peer

The shareholders' approval had been sought at the CIMB's 60th Annual General Meeting which was held on 28 April 2017 for the implementation of the Directors' Remuneration Framework. The last review was conducted in 2021 to include medical benefits and the said revision was implemented in 2022. All CIMB Board members (excluding CIMB's Executive Director or any Director who serves as an Executive elsewhere) are eligible to medical benefits i.e., outpatient and dental, hospitalisation, and executive health screening.

CIMB		Retainer Fee (RM per annum)	Chairperson Premium (RM per annum)	Meeting Fee (RM per meeting)
Board	Chairperson#*	170,000	510,000	5,000
	Member#	170,000	N/A	5,000
Board Committees	Chairperson	N/A	100,000	5,000
	Member	N/A	N/A	5,000

Notes:

All CIMB Board members (excluding CIMB's Executive Director or any Director who serves as an Executive elsewhere) are eligible to medical benefits i.e., outpatient and dental, hospitalisation, and executive health screening.

* Chairperson also receives benefits-in-kind which include, car maintenance, petrol and toll cards, personal driver, leave passage, corporate club membership fees, mobile phone and bill, personal bodyguard and security guard.

This Framework serves as a guide and reference for other CIMB Group entities. This Framework is also without prejudice to CIMB Group international subsidiaries maintaining and complying with their respective remuneration policies/framework that allow for their local regulatory variations.