



## CIMB Group Directors' Remuneration Policy

(As at 28 February 2019)

CIMB Board is mindful that fair remuneration is critical to attract, retain and motivate the Directors of CIMB. To this, the Board has established a formal and transparent remuneration policy and review process where the fees and benefits payable to the Non-Executive Directors are set out under the Directors' Remuneration Policy.

The Directors' Remuneration Policy is reviewed every 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 60<sup>th</sup> Annual General Meeting (AGM) which was held on 28 April 2017 for the implementation of the aforesaid Directors' Remuneration Policy, as follows:-

CIMB Group Holdings Berhad		Retainer Fees	Chairman's Premium	Meeting Fees
Board	Chairman	170,000	510,000	5,000
	Member	170,000	N/A	5,000
Audit Committee	Chairman	N/A	100,000	5,000
	Member	N/A	N/A	5,000
Board Risk & Compliance Committee	Chairman	N/A	100,000	5,000
	Member	N/A	N/A	5,000
Group Nomination & Remuneration Committee	Chairman	N/A	100,000	5,000
	Member	N/A	N/A	5,000

**Note: The Chief Executive Officer / Executive Director does not receive any Director's remuneration**