

III. REMUNERATION

The Board believes that the existing remuneration structure is appropriate for the requirements of the Company, taking into account factors such as effort and time spent as well as responsibilities of the Directors.

The Board has established guidelines for the NRC and the Board in determining the level of remuneration for Executive Director and Non-Executive Directors. The guidelines have been defined in the Terms of Reference of the NRC which is available on the Company's website.

The aggregate amount of remuneration paid to the Directors for FYE2019 is set out below:

	Executive Director	Non-Executive Directors			
	Dato' Roslan bin Hamir	Azizan bin Mohd Noor	Rozana Zeti binti Basir	Dato' Rosman bin Abdullah	Rozilawati binti Haji Basir
RM'000					
Company					
Director's fees	N/A	75	68	68	60
Meeting allowance	N/A	28	22	28	14
Salaries	496	-	-	-	-
Bonus	354	-	-	-	-
Benefits in kind	26	45	-	52	-
Pension costs - defined contribution plan	162	-	-	-	-
TOTAL	1,038	148	90	148	74
Subsidiaries					
Director's fees	N/A	18	-	-	-
Meeting allowance	N/A	2	-	-	-
Salaries	743	-	-	-	-
Bonus	531	-	-	-	-
Benefits in kind	74	-	-	-	-
Pension costs - defined contribution plan	244	-	-	-	-
TOTAL	1,592	20	-	-	-

PRINCIPLE B: EFFECTIVE AUDIT AND RISK MANAGEMENT

I. AUDIT AND RISK COMMITTEE

The Committee which has been renamed as Audit and Risk Committee on 30 May 2019, is an important element of the governance structure. It is composed of four (4) members of which three (3) members are Independent Non-Executive Directors. The Committee is chaired by Encik Azizan bin Mohd Noor and the members are Dato' Rosman bin Abdullah, Puan Rozana Zeti binti Basir and Datuk Anuar bin Ahmad (who was appointed on 26 June 2019). The experience and qualifications of members of the Committee are disclosed in the Our Board of Directors section of this Annual Report. The Committee has a written Terms of Reference which is available on the 'Investors' section of the Company's website.