



REMUNERATION POLICY

OBJECTIVE

The underlying principle is to attract, recruit and retain people of good calibre in the Board of Directors and in Senior Management, who possess the required competencies, experience and skill sets in line with the identity, business strategy and long-term business sustainability of the Company.

POLICY

1. The remuneration package of the Directors and Senior Management must be competitive, adequate, reasonable and contribute to ensuring that the Company is able to attract, retain and motivate the Directors and Senior Management to perform their best.
2. Executive Directors and Senior Management shall be provided with a competitive remuneration package that reflects market value, individual's qualification, expertise, experience, performance, job responsibilities and the Group's performance against financial objectives.
3. The remuneration package of Executive Directors and Senior Management shall consist of short term rewards (base salary, benefits, benefits in kind, bonus and performance payments) and longer term benefits provided by a long term incentive plan.
4. Directors will be paid a fixed annual fees which must be structured so as to appropriately align management's interests with shareholder interests and so as to promote value creation in the Company and underpin the Company's short- term and long-term strategy and objectives. The amount of fees for the current financial year is presented to the general meeting for approval.
5. Non-Executive Directors will be paid meeting allowances for attendance at Board meetings.
6. Non-Executive Directors will be paid meeting allowance for attendance as members of Board Committees and extra meeting allowance may be accorded to the Chairman of Board Committee.
7. Remuneration Committee shall have access to professional advice on remuneration matters both within the Group and from external specialists in this field.
8. Remuneration of the Directors and Senior Management will be reviewed periodically by the Board after taking independent advice of the Remuneration Committee.

(Revised and Approved by the Board of Directors : 25 August 2018)