



REMUNERATION COMMITTEE
****REMUNERATION POLICY****

Objective

1. The underlying principle is to attract and recruit the right people for the Board of Directors, who possess the required core competencies, professional backgrounds and skill sets in line with the identity of the Company and its business.

Policy

1. The remuneration package of the Directors must be competitive and contribute to ensuring that the Company is able to attract, retain and motivate the Directors to perform their best.
2. Executive Directors shall be provided with a competitive remuneration package that reflects market value, individual performance, job responsibilities and the Group's performance against financial objectives. The remuneration package shall consist of short term rewards (base salary, benefits and performance payments) longer term benefits provided by a long term incentive plan and pension arrangements.
3. Directors will be paid a fixed annual fee 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 fee for the current financial year is presented to the general meeting for approval.
4. Directors will be paid meeting allowance for attendance at Board meetings.
5. Non-Executive Directors will be paid meeting attendance allowance as members of Board Committees and extra meeting allowance as Chairman of Board Committee.
6. Remuneration Committee shall have access to professional advice on remuneration matters both within the Group and from external specialists in this field.
7. Remuneration of the Directors will be reviewed annually by the Board after taking independent advice of the Remuneration Committee.