



---

## REMUNERATION POLICY

---

### Objective

1. 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 core 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, nurture, reward, 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 consist of fixed and variable components i.e. base salary, perquisites, bonus, long term incentive (Share Grant Scheme and/or Share Option Scheme) and/or pension arrangements. These are determined based on market and/or comparable industry benchmark, individual's qualification, expertise, experience, performance, potential as well as level of job responsibilities besides consideration of the Group's performance against financial objectives. Performance incentives are subject to annual appraised performance under the Performance Management System of the Group.
3. 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.
4. Directors will be paid meeting allowances for attendance at Board meetings.
5. 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.
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 and Senior Management will be reviewed periodically by the Board after taking independent advice of the Remuneration Committee.

