



## REMUNERATION POLICY

The board has consistent policies and procedures to determine the remuneration of the Directors and Senior Management. It takes into account of the demands, complexities and performance of the Group as well as skills and experience required to deliver long-term success and promote business stability and growth.

The Remuneration Committee determines the Group's remuneration practices with the aim of attracting, retaining and motivating high calibre directors and senior management to deliver value to its shareholders.

The remuneration components have been structured to link rewards to corporate and individual performance. The performance of the executive directors and senior management team is measured by the achievement of the Group's and the respective business divisions' objectives. The framework of measurement is based on established Key Performance Indicators that drive sustainable growth in shareholder value over the long term.

To ensure the competitiveness of remuneration, the Remuneration Committee obtain up to-date market information conducted by independent professional companies for remuneration benchmarking. Individual directors are abstained from discussion of his or her own remuneration but may attend the Committee meetings at the invitation of the Chairman of the Remuneration Committee.

For independent directors, the policy is to ensure that the remuneration commensurate with their respective responsibilities and commitments to the Board and the Group. The fees payable is determined based on the level of expertise, experience, responsibilities undertaken and time commitment required of the independent directors. The Group also undertakes periodic reviews to ensure the reasonableness and competitiveness of our independent directors' remuneration against other companies of similar size and complexity.