

BOARD REMUNERATION POLICY

1. INTRODUCTION

The objective of the Board remuneration policy is to support business strategy which is more long term and strategic in nature. It is aimed at motivating the executive and non-executive directors as well as senior management of the Group with designation General Manager (or equivalent) and above to achieve the Group's business objective.

2. DETERMINATION OF EXECUTIVE AND NON-EXECUTIVE DIRECTORS' REMUNERATION

- (i) Remuneration of executive and non-executive directors as well as senior management of the Group with designation General Manager (or equivalent) and above is determined with regards to the Company's needs to maintain them appropriately in line with their skill and experience in accordance with competitive pressures of the marketplace.
- (ii) The remuneration policy is designed based on the following principles:
 - (a) to attract and retain executive and non-executive directors as well as senior management of the Group with designation General Manager (or equivalent) and above.
 - (b) to motivate executive and non-executive directors as well as senior management of the Group with designation General Manager (or equivalent) and above to achieve Company's business objective.

3. REVIEW OF POLICY

- (i) This policy is subject to regular review by the Board and will be amended as appropriate to reflect the current best practices.
- (ii) The policy may be amended by resolution of the Board.