

- 1.0** The remuneration policy of the Company is based on the philosophy of giving higher weightage to performance-related bonuses. These are entrenched in the remuneration policy for Executive Directors, which is reviewed annually by the Remuneration Committee. The performance of Directors is measured by the Directors' contribution and commitment to both the Board and the Group. The Executive Directors' remuneration will depend on the performance of the Group.

In the case of Non-Executive Directors, the level of remuneration reflects the contribution and level of responsibilities undertaken by the Non-Executive Director.

The Board will determine the level of remuneration for each Board member, taking into consideration the recommendations of the Remuneration Committee.

The Directors concerned shall abstain from voting or discussing their own remuneration.