

REMUNERATION POLICY FOR EXECUTIVE / NON-EXECUTIVE / INDEPENDENT DIRECTORS

1. OBJECTIVE

The objective of the Board Remuneration Policy for Executive / Non-Executive / Independent Directors is as follows:-

- 1.1 To attract and retain qualified and experienced directors to drive the Company's objectives.
- 1.2 To ensure the level of remuneration for Executive / Non-Executive / Independent Directors and Independent Directors are linked to their level of responsibilities undertaken and contributions to the Board.

2 DETERMINATION OF EXECUTIVE / NON-EXECUTIVE / INDEPENDENT DIRECTORS' REMUNERATION

- 2.1 Remuneration of Executive / Non-Executive / Independent Directors is determined with regard to the Company's need to maintain appropriately experienced and qualified Board members and shall be aligned with market practice.
- 2.2 The HR & Remuneration Committee makes recommendations to the Board in relation to the remuneration for Executive / Non-Executive / Independent Directors. The Committee surveys comparable remuneration levels in the external market and makes appropriate recommendations to the Board on adjustments if deemed necessary.
- 2.3 The HR & Remuneration Committee may from time to time seek independent advice on the remuneration of the Executive / Non-Executive / Independent Directors and make recommendations to the Board in relation to any increase in total fees.
- 2.4 The HR & Remuneration Committee is guided by the provisions of the Companies Act 2017 and the Main Market Listing Requirements.

3 MAIN COMPONENT OF EXECUTIVE / NON-EXECUTIVE / INDEPENDENT DIRECTORS' REMUNERATION

The Executive / Non-Executive / Independent Directors' Remuneration comprises the following:-

- 3.1 The Remuneration of Executive Directors will be determined by the Board.
- 3.2 Meeting Attendance Allowance Meeting attendance allowance is paid in respect of attendance at Board and Committee meetings.

- 3.3 No Fees or Allowance for nominees of major shareholders. There shall be no fees or meeting attendance allowance paid to board nominees of major shareholders.

4 4. REVIEW OF DIRECTORS' REMUNERATION

- 4.1 The HR & Remuneration Committee shall review and assess the effectiveness and continued relevance of this Policy.
- 4.2 Any requirement for amendment shall be deliberated by the Committee, and any recommendation for revisions shall be presented to the Board for approval.