



## **EMPLOYEES' REMUNERATION POLICY**

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### **1. INTRODUCTION**

The Employees' Remuneration Policy ("the Policy") shall enable the furtherance of the Group's vision and mission. Remuneration to employees of the Group shall be used to align individual performance with the Group's short and long term goals. Employees' remuneration shall be supported by a robust performance management system underpinned by the fundamentals of sound risk management, ethics and corporate responsibility.

### **2. POLICY**

The Policy shall apply to all levels and segments of employees within the Group including the senior management.

### **3. PRINCIPLES**

The following principles are to be adhered to:-

#### **(a) Business Focused**

Remuneration must be relevant and aligned towards the achievement of the Group's business results. There must be no conflict of interest. Remuneration should drive employees' diligence, dedication and competency level towards the successful implementation of the Group's goals and strategies.

#### **(b) Prudent**

The remuneration structure and quantum must reinforce the importance of sustainability, encourage ethical behaviours and sound risk management, as opposed to short-term view on remuneration without consideration of consequences.

#### **(c) Informative**

The performance assessor must have adequate quantitative and qualitative measurements of performance before any recommendation on remuneration is made. The assessments upon which remunerations are recommended must be practicable, measurable and objective.

#### **(d) Fair**

Total remuneration packages must take into account the market environment factors including the dynamics and scale of the Group's business, its financial position and the market condition, in addition to individual merits. There must be no discrimination, biased treatment or any form of exploitation. Proper, fair and logical justification must ensue.

**(e) Transparent**

There must be clear and timely communication of remuneration linked to specific job requirements. Employees should understand the expectations set out and seek for clarification where necessary.

**4. MANAGEMENT RIGHTS**

The Management reserves the rights to alter, delete or add to any of the Group or Company policies, express or implied, at any time by means of a notice posted on the Notice Boards, a circular to employees or announcement via employee network email facility.

**5. REVIEW OF THE POLICY**

The RC will review the Policy periodically, and discuss any changes that may be required and recommend any such changes to the Board for consideration and approval.