

Remuneration Policy for Senior Management

1. Introduction and Objective

The success of the Company depends to a large extent on the contributions from the employees, including the Senior Management (C Level). The remuneration strategy for Senior Management is designed to enable the Company to attract, motivate, retain and reward Senior Management to deliver business results and aligned with the business strategy and long-term objectives of the Company. It also takes into consideration the Company’s performance in managing material sustainability risks and opportunities.

The objective of this policy is to provide guidance in the execution of the remuneration strategy for Senior Management.

2. Key Guiding Principles

When determining the remuneration for Senior Management, the following key guiding principles shall be taken into consideration.

Principles	Details
<p>1. Competitive remuneration and well-structured pay-mix</p>	<p>a. The total remuneration will comprise base pay, short-term incentive (STI) and long-term incentive (LTI) plus benefits.</p> <p>b. This will be benchmarked annually against comparable organizations to ensure the total remuneration is competitive but not excessive.</p> <p>c. Other factors taken into consideration include skills and experience, internal benchmarks, roles and responsibilities and other relevant factors.</p>
<p>2. Reward performance and achievement of short and long-term goals</p>	<p>a. Sustained contribution towards the achievement of the Company’s short and long-term goals will be recognized and rewarded accordingly based on collective efforts provided adherence to the Company’s values and appropriate individual conduct is maintained.</p> <p>b. Ensure close linkage between achievement of business results and rewards (pay for performance)</p>

Principles	Details
3. Well-governed and trusted	a. The senior management remuneration policy will adhere to governance requirements defined by the Board Nomination and Remuneration Committee / Board of Directors and the Company's Limits of Authority ("LoA").

3. Approval

This Policy was approved by the Board of Directors on 23 May 2023.