

## **TERMS OF REFERENCE OF REMUNERATION COMMITTEE**

### **1. Objective:**

Policies to attract and retain suitable directors to lead and control the Group effectively.

### **2. Duties & Responsibilities :**

- Formulate or review the remuneration policies and remuneration for the Executive Directors and recommend to the Board for approval;
- Review the Group's compensation policy and ensure alignment of compensation to corporate performance, and compensation offered in line with market practice;
- Approve the basis of performance bonus and long term incentives (including any share grant and bonus);
- Approve the annual salary increment in respect of each financial year.