



REMUNERATION POLICY FOR DIRECTOR

Objectives

1. To provide a fair and competitive remuneration to Directors
2. To attract, motivate and retain caliber directors with competitive remuneration package.

Remuneration Components for Executive Director (ED)

Component	Approach of the Company
Remuneration Package	The Remuneration Committee will determine and recommends to the Board the remuneration package of the executive director for approval.
Base Salary	Executive directors will be remunerated by way of fixed (base salary) and variable (performance base bonus) remuneration components.
	The fixed salary is set at a competitive level for similar roles within comparable industry taking the followings into consideration: (1) duty and responsibilities ; (2) skill and experience; (3) economic and market condition
Performance base bonus	The bonus is designed to reward outstanding performance to reflect the director's performance and the Group's financial result.
Benefits	Executive directors are entitled to a range of competitive benefits as follows: (1) a fully expensed car or cash alternative in lieu of car; (2) medical coverage; (3) medical insurance; (4) mobile phone and internet expenses; (5) pre-determined fix travelling allowance in accordance with the destination of travel; (6) reimbursement relating to business expenses (e.g. entertainment, travel and etc).

<p>Director fee & benefit</p>	<p>The Remuneration Committee recommends to the Board the fees of the executive directors at a level that is considered appropriate, taking into account of the followings:</p> <ul style="list-style-type: none"> (1) the time commitment of the role, (2) the extent of the duty and responsibilities; (3) survey data on director fee of other comparable companies . <p>Fees payable to executive directors shall be decided by the Board as a whole upon the recommendation of the Remuneration Committee and are subject to approval by shareholders at the annual general meeting.</p>
	<p>Meeting allowance - all executive directors are entitled to a fixed amount of allowance paid in accordance with the number of board meeting attended during the year.</p>
	<p>Other benefits such as training shall be decided by the Board as a whole upon the recommendation of the Remuneration Committee and are subject to approval by its shareholders at the annual general meeting.</p>

Remuneration Components for Non-Executive Directors

Component	Approach of the Company
Director fees	Non-executive directors will be remunerated by way of a fixed fee.
	The Remuneration Committee recommends to the Board the fees of the non-executive directors at a level that is considered appropriate, taking into account of the followings: (1) the time commitment of the role, (2) the extent of the duty and responsibilities; (3) survey data on director fee of other comparable companies .
	No additional fees payable for membership and/or chairmanship of a Board Committee or other additional responsibilities.
	Fees payable to non-executive directors shall be decided by the Board as a whole upon the recommendation of the Remuneration Committee and are subject to approval by shareholders at the annual general meeting.
Benefits	Benefits may be provided in certain circumstances for business purposes.
	Meeting allowance- the non-executive directors are entitled to a fixed allowance payable according to number of meetings attended during the year.
	Travelling allowance – the non-executive directors are entitled to claim expenses relating to business travel (i.e. hotel, flight, petrol etc) on reimbursement basis in addition to a fixed amount of allowances according to travelling period and travelling destination.
	Benefits payable to non-executive directors shall be decided by the Board as a whole upon the recommendation of the Remuneration Committee and are subject to approval by shareholders at the annual general meeting.

Review of Policy

The Director Remuneration Policy is to be regularly reviewed by the Board as and when required.

This Policy has been approved by the Board of Directors for adoption with effect from 24 May 2018.

Last updated 24 May 2018