

	<b>TERMS OF REFERENCE REMUNERATION COMMITTEE</b>	Doc. No. : CG-06
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## 1. OBJECTIVES

The objective of this terms of reference is to ensure that all members of the Remuneration Committee are aware of their duties and responsibilities, where the relevant legislations, principles and practices of good Corporate Governance are applied, to assist the Board in discharging their duties and responsibilities.

## 2. COMPOSITION

The Remuneration Committee comprises a exclusively of Non-Executive Directors, majority of whom must be independent.

No alternate director shall be appointed as a Remuneration Committee member.

## 3. AUTHORITY

The Remuneration Committee is authorize to make recommendations to the Board on remuneration packages and benefits extended to the Managing Director and Executive Director and to review their remuneration packages on an annual basis. Remuneration package of Non-Executive Directors will be a matter to be decided by the Board as a whole with the Directors concerned abstaining from deliberations and voting on decisions in respect of his individual remuneration. Fees payable to Non-Executive Directors is determined by the Board with the approval from shareholders at the Annual General Meeting.

In establishing the remuneration packages and benefits for the Managing Director and Executive Director, the Remuneration Committee has regarded the packages offered by comparable companies, and may obtain independent advice, where necessary. The remuneration of the Managing Director and the Executive Director comprises a fixed salary and allowance approved by the Board, which is in line with the Group's performance.

## 4. MEETING

The Remuneration Committee shall meet at least once a year or at such other times as the Chairman of the committee deemed necessary. The Secretary of the Committee shall be responsible, in conjunction with the Chairman, for drawing up the agenda and circulating to the Committee prior to each meeting.

The Secretary will also be responsible for keeping the minutes of the meetings of the Committee, and circulating them to committee members and to other members of the Board of Directors.

A quorum shall consist of a majority of Committee members and in order to form a quorum, the majority of members present must be independent directors.

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## 5. FUNCTIONS

The functions of the Remuneration Committee are as follows:-

- (a) To establish a formal and transparent remuneration policy
- (b) To review annually and make recommendation to the Board the remuneration packages and benefits for all Executive Directors to ensure that the reward commensurate with their contributions to the Group's profitability.
- (c) To review annually the performance of the Managing Director and Executive Director and recommend to the Board specific adjustments in remuneration and reward structures; if any, to reflect their contributions and link to their level of responsibilities undertaken to the effective functioning of the Board.

## 6. REVIEW OF THE TERMS OF REFERENCE

The Terms of Reference of Remuneration Committee shall be reviewed by the Board annually to ensure it remains consistent with the Board's objectives and responsibilities and in line with the relevant laws and legislations.

*This Terms of Reference was approved by the Board on 15 November 2018.*