

TERMS OF REFERENCE OF THE REMUNERATION COMMITTEE

1. FUNCTIONS OF THE REMUNERATION COMMITTEE

The Board Remuneration Committee ("**Committee**") is responsible for:

- a) implementation of the board of directors ("**Board**")'s policies and procedures on remuneration matters, including reviewing and recommending matters relating to remuneration of Board members and senior management.
- b) ensuring the remuneration package of directors and senior management are fair to attract, retain and motivate them.
- c) assisting the Board in setting up and administering a fair and transparent procedure for setting of remuneration policy of directors and senior management.

2. MEMBERSHIP

- a) All members of the Committee must be non-executive directors.

3. AUTHORITY

The Committee shall have authority to:

- a) review remuneration packages of executive directors tabled; and
- b) grant approval on the payout of salary, bonus and other emoluments of executive directors and senior management.