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REMUNERATION POLICY OF DIRECTORS AND SENIOR MANAGEMENT

1. INTRODUCTION

1.1 This remuneration policy provides the principles and guidelines for remuneration offered to the members of the Board of Directors ("Board") and Senior Management Personnel ("SMP") of the Company.

1.2 The Remuneration Committee will review and recommend to the Board the remuneration framework for the Directors and SMP, and to determine remuneration packages for the Executive and Non-Executive Directors of the Company.

1.3 The Remuneration Committee's recommendations should be made in consultation with and be submitted for approval by the Board of the Company. The Remuneration Committee should cover all aspects of remuneration, including but not limited to directors' fees, salaries, allowances, bonuses, benefits in kind and/or other emoluments.

2. AIMS AND OBJECTIVES

2.1 The level of remuneration should be appropriate to attract, retain and motivate the Directors needed to run the Company successfully and achieve its business objective.

2.2 The remuneration policy seeks to enable the Company to provide a well-balanced and competitive performance-related compensation package that is focused on sustainable results and is aligned with the business strategy of the Company, taking into account shareholder's interests, industry trend and standards and applicable laws and regulations.

2.3 The remuneration policy will ensure that remuneration to Board members and SMP involves a balance between fixed and variable pay reflecting short and long-term performance objectives appropriate to the working of the Company and its goals.

3. DETERMINATION OF REMUNERATION

3.1 The Remuneration Committee shall, while formulating the remuneration policy ensure that:-

(i) the level and composition of remuneration is reasonable and sufficient to reward, retain and motivate Directors and SMP of the quality required to run the Company successfully;

(ii) relationship of remuneration to performance is clear and meets appropriate performance benchmarks, commensurate with the position and responsibilities of the Directors and SMP.

3.2 Remuneration of Executive Directors and SMP largely consists of salary, bonus, benefits in kind and other emoluments. Payment of performance-related remuneration to Executive Directors and/or SMP is linked to individual and corporate performance measured against the achievement of pre-determined performance targets which are closely aligned to the Company's objectives .

3.3 There should be appropriate procedures and framework in place for setting key performance targets whether financial or non-financial and the Company applies pre-determined benchmarks which must be met in rewarding the Executive Directors and/or SMP accordingly.

3.4 Remuneration of Non-Executive Directors is determined with regards to the Company's needs to maintain appropriately experienced and qualified Board members in accordance with competitive pressures in the marketplace.

3.5 The remuneration of Non-Executive Directors should be appropriate to the level of contribution, taking into account factors such as effort and time spent, and responsibilities of the Directors including their appointment in Board Committees. Non-Executive Directors may receive remuneration by way of fee and the Board may, if it considers necessary, consult experts on the remuneration offered to the Non-Executive Directors so as to provide the Remuneration Committee with the latest development and up to date information on the appropriateness of remuneration of Non-Executive Directors comparable with similar industry. The Board should recommend the fees of the Non-Executive Directors for approval of shareholders at the annual general meeting.

3.6 The Directors are also to be reimbursed for reasonable out-of-pocket expenses directly attributable to performing and discharging their duties and responsibilities as a Director.

4. REVIEW OF POLICY

4.1 This policy will be reviewed by the Remuneration Committee and the Board periodically to ensure effectiveness.