Remuneration Committee

The Remuneration Committee ("RC") comprises of five Directors:

- Professor Tan Teck Meng (Chairman)
- Mr Gay Chee Cheong
- Mr Lee Joo Hai
- Mr Christopher Murugasu

The RC is committed to the principles of accountability and transparency; and to ensuring that remuneration arrangements demonstrate a clear link between reward and performance.

The RC is responsible for ensuring a formal and transparent procedure for developing policy on executive remuneration, and for fixing the remuneration packages of individual Directors and members of the senior management team.

The RC's review covers all aspects of remuneration including but not limited to, Directors' fees, salaries, allowances, bonus, employees share options and benefits in kind and specific remuneration package for each Director.

In structuring a compensation framework for Executive Director and senior management employees, the RC seeks to link a proportion of the compensation to the Group's performance. Its recommendations are made in consultation with the Executive Committee and submitted for endorsement by the Board. No Director is involved in deciding his own remuneration. The RC, when deemed necessary, may obtain expert advice with regards to remuneration matters.

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