

## **TERMS OF REFERENCE OF REMUNERATION COMMITTEE**

The Remuneration Committee is primarily responsible for the development and review of the remuneration policy and packages for the Board members. The remuneration policy aims to attract and retain Directors necessary for proper governance and the smooth running of the Company.

The following are the members of the Remuneration Committee:

Mr Choong Keen Shian	Chairman
Tan Sri Lau Tuang Nguang	Member
Mr Loh Wee Ching	Member

The duties and responsibilities of the Committee are as follows:

- i. recommend to the Board of Directors, the remuneration of the Executive Directors in all its forms, drawing from outside advice as necessary and the Executive Directors shall play no part in decisions on their own remuneration.
- ii. determine of remuneration packages of Non-Executive Directors, would be carried out by the Board of Directors as a whole and the individuals concerned would abstain from discussing their own remuneration.

*Updated as at 24 February 2017.*