

THE ROLE OF THE REMUNERATION COMMITTEE

The Remuneration Committee of the Board of Directors of the Company consists of 03 Non-Executive Directors.

The Remuneration Committee has two interrelated responsibilities: Overseeing the Company's overall remuneration programs; and setting the CEOs and senior management's remuneration.

- The Remuneration Committee evaluates the overall remuneration structure of the Company to ensure that it establishes appropriate incentives for management and employees at all levels. All incentives further the Company's long -term strategic plan and are consistent with the culture of the Company and the overall goal of enhancing shareholder value.
- The Committee is responsible for determining an appropriate remuneration package for management, which includes a blend of long and short-term incentives. Management remuneration packages are designed to create a commensurate level of risk and opportunity based on business and individual performance and directly links the interests of management, both individually and as a team, to the long-term interests of shareholders.
- The Remuneration Committee considers whether the benefits provided to senior management, including post-employment benefits, are proportional to the contributions made by the management.
- The Committee reviews and approves on an annual basis the evaluation process and remuneration structure for the Company's employees.
- The Committee reports its actions and any recommendations to the Board after each meeting.