



Remuneration policy

POLICY

The Company's philosophy concerning remuneration is to offer a competitive package that will attract, retain and motivate directors and employees of the highest calibre and recognize value-added performance, whilst taking into account its own financial position.

In that respect, the remuneration offered to each category of jobs within the Company has been benchmarked and aligned with the current market rate.

The directors' fees are also benchmarked on market norms and reviewed on a regular basis by the Board upon recommendation of the Corporate Governance Committee.

The Company believes that in setting a remuneration structure levelled by category of directors, it takes into account the knowledge, outside expertise and time commitment that each director brings to the Company's Board and Committees.

Adopted	11 May 2018
Reviewed	29 September 2021