



At Your Service!

COMPENSATION AND REMUNERATION COMMITTEE CHARTER

The Compensation and Remuneration Committee (the “Committee”) is responsible for designing and overseeing executive compensation packages to attract, motivate, and retain top talent.

Duties and Responsibilities

The Compensation and Remuneration Committee shall have the following duties and responsibilities:

- Establish a formal and transparent procedure for developing a policy on remuneration of directors and officers;
- Ensure that such packages are fair, competitive, and reflective of the Corporation’s financial health and objectives, as well as shareholder interests.

Membership

The Compensation and Remuneration Committee may be composed of at least three (3) members, including the Chairman.

Meetings

The Compensation and Remuneration Committee shall formally meet quarterly or oftener. The Committee may also call for a meeting as and when required with reasonable notice to the Committee members.