



Policies and guidelines for paying directors' remuneration.

To comply with best practices, the Board of Directors tasked the Remuneration Committee with reviewing and setting the remuneration, meeting allowances, and bonuses for the Board and its sub-committees. This process considers industry appropriateness, the Company's growth, and the directors' scope of duties and responsibilities. Having been vetted by the Remuneration Committee, the Board has reviewed and agreed to submit the proposed remuneration budget for directors and sub-committee members to the Annual General Meeting of Shareholders for approval, detailed as follows:

	Board of Directors		Board of Audit Committee		Board of Remuneration Committee		Board of Risk Management Committee		Board of Executive Committee	
	Pay monthly	Pay per meeting	Pay monthly	Pay per meeting	Pay monthly	Pay per meeting	Pay monthly	Pay per meeting	Pay monthly	Pay per meeting
Chairman	20,000	15,000	-	18,000	-	13,000	-	13,000	70,000	-
Vice chairman/ Director	20,000	10,000	-	15,000	-	10,000	-	10,000	70,000	-