

# Director / Executive Compensation Disclosure Guide



(As of June 26<sup>th</sup>, 2024)

	Business Report (in Notice of Convocation)	Annual Securities Report	Form 20-F	Executive Compensation Overview	Corporate Governance Report	Director's Compensation Policy	Compensation Recoupment Policy
Link (URL)	<a href="#">click here</a>	<a href="#">click here</a>	<a href="#">click here</a>	<a href="#">click here</a>	updated soon	<a href="#">click here</a>	<a href="#">click here</a>
<b>Compensation Policy</b>							
Director's Compensation Policy	●	●	●		●	●	
Compensation Recoupment Policy	●	●	●	●	●	●	●
Share Holding Requirement	●	●	●	●	●	●	
<b>Director / Executive Compensation Programs</b>							
Compensation Elements and Mix	●	●	●	● (additional detail for Executives)	●	●	
Performance-based Compensation / Short- and Long-Term Incentive (STI & LTI) Plans	●	●	●	● (additional detail for Executives)	●	●	
Key Performance Indicators (KPIs) for STI and LTI Plans	●	●		● (additional detail for Executives)			
<b>Compensation Tables</b>							
Total Compensation for Directors	●	●					
Individual Compensation for Directors		●	●		Reference to ASR		
<b>Compensation Committee Oversight</b>							
Compensation Committee (CC) Responsibility and Oversight*	●	●	●	●	●	●	
Executive Compensation Philosophy				●			
Compensation Determination and Comparative Framework: Peer Group				●			
Evaluation of CC effectiveness					●		

\*Please refer to the [Compensation Committee Charter](#) for further details.

^STI: Short-Term Incentive, LTI: Long-Term Incentive, ASR: Annual Securities Report