

Director / Executive Compensation Disclosure Guide



	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)	click here	click here	click here	click here	click here	click here	click here
Compensation Policy							
Director's Compensation Policy	●	●	●		●	●	
Compensation Recoupment Policy	●	●	●	●	●	●	●
Share Holding Requirement	●	●	●	●	●	●	
Director / Executive Compensation Programs							
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)			
Compensation Tables							
Total Compensation for Directors	●	●					
Individual Compensation for Directors		●	●		Reference to ASR		
Compensation Committee Oversight							
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