

# Director / Executive Compensation Disclosure Guide

(As of June 25<sup>th</sup>,2025)



	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 Components and Mix	●	●	●	● (additional details)	●	●	
How We Link Pay and Performance / Performance-based Compensation: ○ FY2024 STI and FY2022-2024 PSU awards: Performance and Payouts	●	●	●	● (additional details)	●	●	
Key Performance Indicators (KPIs) for STI and PSU awards	●	●		● (additional details)			
<b>Compensation Tables</b>							
Total Compensation for Directors	●	●					
Individual Compensation for Directors		●	●		Reference to ASR		
<b>Compensation Determination and Oversight</b>							
Executive Compensation Philosophy and Objectives				●			
Compensation Determination and Comparative Framework: Peer Group				●			
Compensation Risk Assessment				●			
Compensation Committee (CC) Responsibilities and Oversight*	●	●	●	● (additional details)	●	●	
Evaluation of CC effectiveness				●	●		

\*Please refer to the [Compensation Committee Charter](#) for further details. ^STI: Short-Term Incentive, PSU awards: Performance Share Unit awards, ASR: Annual Securities Report