

Director / Executive Compensation Disclosure Guide

(As of July 9th, 2026)



	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	●	●	●	●	●	●	●
Shareholding Requirement	●	●	●	●	●	●	
Director / Executive Compensation Programs							
Compensation Components and Mix	●	●	●	● (additional details)	●	●	
How We Link Pay and Performance / Performance-based Compensation: ○ FY2025 STI and FY2023-2025 PSU awards: Performance and Payouts	●	●	●	● (additional details)	●	●	
Key Performance Indicators (KPIs) for STI and PSU awards	●	●		● (additional details)			
Compensation Tables							
Total Compensation for Directors	●	●					
Individual Compensation for Directors		●	●		Reference to ASR		
Compensation Determination and Oversight							
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