



## REMUNERATION POLICY

<b>Objective</b>	<p>The Berjaya Philippines Inc. (the Company) Remuneration Policy is designed to meet the following objectives :</p> <ul style="list-style-type: none"> <li>• To attract, motivate, retain and reward Directors and key senior management who will manage and drive the Company's success.</li> <li>• It is the Company's interest that this remuneration policy shall fairly support the Directors and key senior management in carrying out their responsibilities and fiduciary duties in steering the Company to achieve its long-term goals and enhance shareholders' value.</li> </ul>
<b>General Policies</b>	<p><b>Executive Directors</b></p> <p>The Board shall develop and agree on the remuneration policy and procedures, including the fee structure and level of remuneration for Executive Directors.</p> <p>The remuneration of Directors is determined at levels which enables the Company to attract and retain Directors with the relevant experience and expertise to manage the business of the Company effectively.</p> <p>The Executive Directors concerned shall not participate in the decision of their own remuneration but may attend the Committee meetings at the invitation of the Chairman of the Remuneration Committee, if their presence is required.</p> <p><b><u>Non-Executive Directors</u></b></p> <p>Non-Executive Directors receive remuneration in the form of Directors' fees, benefits-in-kind and other emoluments as compensation for their services plus the reimbursement of expenses incurred, if any, in the course of performing their services. Additional allowance is payable for acting as Chairman of the Board to reflect the complexity and amount of preparation required in attending the meeting.</p> <p>The level of remuneration for Non-Executive Directors shall reflect the experience and level of responsibilities undertaken by the Non-Executive Directors concerned. The remuneration of a Non-Executive Director shall not be based on commission, the percentage of profits, or turnover.</p>
<b>Effectivity Clause</b>	<p>This Policy shall immediately take effect upon approval of the Board.</p>

**BERJAYA PHILIPPINES INC.**

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