



Directors' Remuneration Policy

Fees

Annual fees are fixed at a competitive level for the industry and appropriate for role and based on individual skills, time commitment and experience.

Expenses

Non-Executive Directors can claim for out-of-pocket expenses in the furtherance of their duties.

Payment for loss of office

No payments will be made to Non-Executive Directors for loss of office.

The remuneration supports the short and long-term strategic objectives of the Company by ensuring that the Non-Executive Directors' remuneration is set at a competitive level which reflects the responsibilities of, and the time devoted by, the Non-Executive Directors.

Non-Executive Directors have a letter of appointment with the Company. The terms include an initial three-year duration period, a one-month notice period by either party and no deferral or claw back provisions. Appointments may be extended beyond the initial three period, at the Board's discretion and in accordance with the Company's Articles of Association and its policy on tenure.