

POLICY ON REMUNERATION

1.0 Purpose

This Policy on remuneration provides a framework and to outline principles for determining the remuneration for both employees and non-executive directors. It also acts as a formal guideline to design and review remuneration packages of its employees; both existing and potential new recruits, while rewarding for contribution and ensuring equity among employees.

Internal guidelines and processes shall be implemented to align with the provisions of this Policy.

2.0 Scope of the Policy

This Policy applies to:

- All employees of the Company, executive directors and non-executive directors of the company
- Prospective employees where applicable, for the purpose of determining remuneration structures

The Policy governs all forms of remuneration, including salaries, allowances, bonuses, incentives, benefits, and director fees.

3.0 Compliance with Laws

The Company demonstrates its commitment to comply with all the relevant laws and regulations on remuneration. It also acknowledges the possibility of changes in the laws and therefore undertakes to diligently monitor and adjust this Policy to any such changes. This commitment underscores the Company's dedication to upholding legal requirements and maintaining ethical standards.

4.0 Remuneration of employees

The Company recognizes the employees including executive directors, to be a key stakeholder to the business and attracting, retaining and motivating them is an important factor for business sustainability. PAP aims to provide employment which offers fair and equitable remuneration. The remuneration is therefore designed to attract, motivate and retain a high-caliber workforce, while rewarding for contribution and ensuring equity among employees.

5.0 Remuneration of non-executive directors

Non-Executive Directors are expected to assume the highest degree of responsibility and accountability for the long-term prosperity and sustainability of the Company. Hence, when deciding their compensation, the Board HR and Remuneration Committee ensures to adequately compensate and reward their time and effort encouraging them to discharge their responsibilities effectively and efficiently.

6.0 Applicability

This policy shall be applicable to the Board of Directors and employees

7.0 Policy Governance and Maintenance

The Board of Directors oversees this Policy, with the Board HR and Remuneration Committee reviewing and recommending updates. The HR Department ensures its consistent implementation.

8.0 Effective Date

24.09.2024

9.0 Review and Modifications

This policy shall be reviewed annually by the Board of Directors on the recommendations of the Board HR and Remuneration Committee.