

CORPORATE GOVERNANCE REPORT (CONT'D)

Principle 8: Disclosure on Remuneration

The company is transparent on its remuneration policies, level and mix of remuneration, the procedure for setting remuneration, and the relationships between remuneration, performance and value creation.

Remuneration of Directors for the Year Ended 31 December 2021

Directors	Remuneration (S\$'000)	Fees* (%)	Fixed Salary (%)	Bonus (%)	Share-Based Compensation (%)	Benefits & Allowance (%)	Total (%)
Dato' Michael Loh Soon Gnee ¹	1,378	5%	86%	0%	N.A.	9%	100%
Timothy Lim Boon Liat ^{***}	552	5%	44%	11%	N.A.	40%	100%
Dr Kriengsak Chareonwongsak	40	100%	N.A.	N.A.	N.A.	N.A.	100%
Mandie Chong Man Sui ^{**}	89	100%	N.A.	N.A.	N.A.	N.A.	100%
Dr Daniel Yeoh Ghee Chong [#]	80	100%	N.A.	N.A.	N.A.	N.A.	100%
Dato' Sri Mohd Sopiyan B Mohd Rashdi	68	100%	N.A.	N.A.	N.A.	N.A.	100%
Dato' Ahmad Rasidi B Hazizi ^{##}	4	100%	N.A.	N.A.	N.A.	N.A.	100%

* The directors' fees refer to the proposed fees for FY2021 which are subject to shareholders' approval in the forthcoming AGM.

** Mandie Chong Man Sui resigned as a Non-Executive and Non-Independent Director of the Company on 30 November 2021.

*** Timothy Lim Boon Liat resigned as an Executive Director of the Company on 30 November 2021.

Dr Daniel Yeoh Ghee Chong resigned as a Non-Executive and Independent Director of the Company on 20 March 2023.

Dato' Ahmad Rasidi B Hazizi resigned as a Non-Executive and Independent Director of the Company on 15 May 2023.

¹ The remuneration for Dato' Michael Loh Soon Gnee does not include the aggregate payment of S\$1,973,270 pursuant to his employment contract.