

## **CRITERIA OF MAKING PAYMENTS TO NON-EXECUTIVE DIRECTORS**

### **Status of Appointment and Remuneration:**

1. You will not be an employee of the Company and this letter shall not constitute a contract of employment.
2. You will be paid such remuneration by way of sitting fees for Meetings of the Board and its Committees as may be decided by the Board and approved by the Shareholders from time to time.
3. The commission payable that may be determined by the Board at the end of each financial year which will be based on the performance of the Company.
4. You will be entitled to reimbursement of expenses incurred by you in connection with attending the Board meetings, Board Committee meetings, general meetings and in relation to the business of the Company towards hotel accommodation, travelling and other out-of-pocket expenses.
5. Pursuant to applicable law, you will not be entitled to any stock options.