

Criteria of making payments to non-executive directors:

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 remuneration by way of sitting fees for attending the meetings of the Board and its Committees, as may be decided by the Board.
3. You will have no entitlement to any bonus during your appointment and no entitlement to participate in any employee stock option scheme operated by the Company.
4. In addition to the fees stated above, the Company will, for the term of your appointment, reimburse you for travel, hotel and other incidental expenses incurred by you in the performance of your role and duties.