

# Remuneration Committee Report

The Remuneration Committee has the responsibilities to provide advice to the Board of Commissioners on the remuneration, bonuses and benefits of the Commissioners, Directors and other employees of the Company as well as the structure, terms and implementation of long-term incentives for the Board of Directors.

Members of the Remuneration Committee are appointed by the Board of Commissioners from amongst its members and comprise not fewer than three members.

Up until the General Meeting of Shareholders in 2008, the Remuneration Committee comprised of Sio Tat Hiang as Chairman, and Lim Ah Doo and Soeprapto as Members. Changes were made following the Extraordinary Meeting of Shareholders on August 26, 2008, and the membership now comprises of Dr Nasser Marafih as Chairman, and Michael Latimer and

Soeprapto as Members. The Remuneration Committee has access to expert professional advice from appropriate external advisors to provide additional perspectives on talent management and remuneration practices as and when it deems necessary.

The Remuneration Committee held three meetings during 2008. A table of the Commissioners' participation and attendance at the Remuneration Committee meetings held during the year is set out below:

Commissioners	Number of Meetings Attended
Sio Tat Hiang	2
Lim Ah Doo	2
Dr Nasser Marafih	1
Michael Latimer	1
Soeprapto	3

## Activities

The Remuneration Committee conducted its duties and responsibilities in accordance with its terms of reference.

The main activities undertaken by the Committee in 2008 were as follows:

1. Reviewed and recommended to the Board of Commissioners, the remuneration structure and package of the Board of Commissioners for 2008.
2. Reviewed and recommended to the Board of Commissioners, the remuneration structure and package (including review of salaries, bonuses and long-term incentives) for the Board of Directors for 2008.
3. Reviewed and recommended to the Board of Commissioners, the Performance Bonus for Board of Directors for 2008.