

# Directors' Remuneration Policy

## A. Purpose

The Board of Directors of Agritech Limited ("Company") has adopted this policy in compliance with the requirement of the Listed Companies (Code of Corporate Governance) Regulations, 2019. This policy aims to set out the requirements and methodology for determining the remuneration of Non-Executive Directors including Independent Directors of the Company.

## B. Methodology for determination of Remuneration

The Board of Directors of the Company shall, from time to time, determine and approve the remuneration as follows:

- a. The remuneration shall be appropriate and commensurate with the level of responsibility and expertise of the Directors;
- b. It shall be aimed at attracting and retaining the Directors needed to govern the Company and to encourage value addition;
- c. It shall not be at a level that could be perceived to compromise or influence in any way the independence of the Director;
- d. No Director shall determine his/her own remuneration nor of a Director who may be a related party;
- e. No remuneration shall be paid to Executive Directors, Chief Executive Officer, for attending meeting of the Board and its Committees;
- f. The Board if deem appropriate, may engage independent consultant to determine the appropriate level of remuneration of its Directors and recommend to the Board for consideration and approval;

## C. Reimbursement of Expenses

Any travel and other necessary expenses incurred by the Directors for attending meetings of the Board and its Committees shall be reimbursed at actual by claiming the expenses and submitting original bills to the Company.

## D. Administration

This policy shall be administered by the Corporate Secretary/ Dept. with the support of Human Resource Division and Legal Division of the Company, as required.