

Summary of Remuneration Committee Charter

<p>Summary</p>	<p>Board Committee</p> <p>The Remuneration Committee is a committee of the Board of Valad Property Group.</p> <p>Composition</p> <p>The Committee shall comprise the Chairman and at least two independent non-executive directors. The Board shall appoint one of the independent non-executive directors as Chair of the Committee.</p> <p>The Company Secretary shall act as secretary to the Committee.</p> <p>Meetings</p> <p>The Committee shall meet as frequently as required but not less than twice a year. Any member or the Secretary may convene a meeting of the Committee.</p> <p>Duties and responsibilities</p> <p>The Committee will review and make recommendations from time to time in relation to:</p> <ul style="list-style-type: none"> ▪ Executive remuneration policy; ▪ Executive directors and senior managements' remuneration packages; ▪ Non-executive remuneration packages; and ▪ Employee security plans. <p>The Committee shall perform other duties and activities that it or the Board considers appropriate in the context of these terms of reference, including:</p> <ul style="list-style-type: none"> ▪ regularly update the Board about Committee activities and make appropriate recommendations; and ▪ monitor compliance with legal or regulatory reporting requirements.
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