



CHEMANEX PLC

POLICY ON REMUNERATION

Policy Statement

The Policy on Remuneration aims to attract, retain and motivate employees of Chemanex PLC by ensuring that remuneration practices are competitive, transparent, aligned with shareholder interests, and consistent with the Company's strategic objectives and regulatory requirements.

Principles of Remuneration

Remuneration packages given to employees of the Company must adhere to the following principles:

- **Performance-based and Fair Compensation:** Remuneration will be determined based on job responsibilities, qualifications, experience, and overall performance. The Company is committed to ensuring equity and fairness throughout the organization.
- **Non-Discriminatory Practices:** All remuneration decisions must be free from any form of discrimination, including but not limited to race, religion, gender, age or other legally protected characteristics, in compliance with applicable laws and regulations.
- **Transparency and Accountability:** The remuneration structure and criteria will be clearly communicated to all employees. Transparency will be maintained throughout the process, ensuring that employees understand how their remuneration is determined.
- **Market Competitiveness:** Remuneration structures should be aligned with prevailing market trends within the industry. Remuneration packages must be competitive within the corporate landscape in Sri Lanka to attract and retain top talent.
- **Alignment with Long-Term Objectives:** Remuneration must be sustainable and aligned with the long-term interests of the Company and its stakeholders. It should not encourage excessive risk-taking that could jeopardize the financial health of the Company.

Remuneration Components

Remuneration packages given to employees will consist of the following components:

1. Basic salary
2. Statutory payments

3. Performance Bonus & Incentives
4. Allowances
5. Staff loans
6. Medical benefits
7. Financial assistance for professional education

Grant and Review

Employees shall be remunerated and granted other perquisites in accordance with the principles set out in this Policy. Such packages will be reviewed annually and adjusted based on market conditions, individual performance, and company performance as considered appropriate.

Amendments

This Policy shall be reviewed by the Board of Directors periodically and updated as necessary to reflect changes in the business environment or regulatory requirements.

Point of contact

For clarifications or further information regarding this policy, please contact the Compliance Officer of the Company.