

## **FIRST CAPITAL EQUITIES LIMITED**

### **Directors Remuneration Policy:**

The remuneration of a Director for performing extra services, including holding the office of Chairman and the remuneration to be paid to any Director for attending the meetings of the Directors or committee of Directors shall from time to time be determined by the Board of Directors, or its sub committees, unless specifically require Shareholders approval, in accordance with Law, Code of Corporate Governance Regulations and the Articles of Association of the Company;

### **Fee for Non-executive Directors and Independent Directors;**

The remuneration of Non-Executive Directors including Independent Director shall be recommended by Human Resource and Remuneration Committee and to be approved by Board of Directors, unless it is specifically required to be approved by the Shareholders committees in accordance with Law, Code of Corporate Governance Regulations and the Articles of Association of the Company.