



## Remuneration Policy

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Prepared by	Policy & Planning & Compliance department
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## **1. INTRODUCTION**

The primary objective of this policy is to foster a remuneration framework that incentivizes and rewards board members for their valuable contributions to the company's overall performance and long-term sustainability. This policy is founded on the principles of fairness, transparency, and the promotion of a strong governance culture within our organization. To fulfil the objective of the policy the Company established the HR and Remuneration Committee (the “Committee”) with compliance of the Finance Business Act Direction No. 5 of 2021 Corporate Governance and Rule 9 of Listing Rules. The Committee ensures formal and transparent procedure for assessing and reviewing the remuneration packages of the Directors and Chief Executive Officer (CEO) of the company that link rewards to corporate and individual performance.

## **2. COMPOSITION**

The members of the Committee shall be appointed by the Board from amongst the Directors of the Company and shall comprise at least three (3) members. The Committee shall elect a Chairman among its members. The committee shall be chaired by an Independent non-executive Director and the majority of the members shall consist of non-executive directors.

## **3. REMUNERATION ON DIRECTORS**

The below summarize the main elements of remuneration for Non-Executive Directors

### **Board and sub - committee Chairman Fees**

The Remuneration committee recommends the fees of the Chairman and sets the fees at a level considered to be appropriate, taking into account the size and complexity of the business and the expected time commitment and contribution to the role. This is also approved by the Board.

The fee is paid based on the attendance to the Board and the Board sub - committee.

### **Executive Directors and Non-executive Director fees (“Directors”)**

The Remuneration committee recommends the fees of the directors and sets the fees at a level that is considered to be appropriate and the expected commitment and contribution to the role. This is also approved by the Board.

The Directors’ fees will be paid based on attendance to the meeting which is held quarterly and monthly. Also, Quarter payment should be adding to the Director Fee.

### **Applicable Governance and Regulations**

The following Acts applicable to the remuneration policy which will be governed and regulated by the following legislature and governing bodies,

- Shop and office Act
- Inland revenue Act

- Central Bank of Sri Lanka
- Finance Business Act

#### **4. REVIEW, MONITOR AND UPDATE OF THE POLICY**

As the owner of the policy, Compliance officer shall be responsible to review the policy at least annually or more frequently as necessary. Any changes and amendments should be documented with rationale and to be presented to the Nomination and Governance committee for review and approval.