

## Remuneration

The key features and objectives of the Company's remuneration policy include:

- The Board of Directors and/or Senior Management are responsible for the application of the remuneration principles, practices and processes;
- The Company pays its employees fairly with industry comparability. The Board of Directors reviews the remuneration on an annual basis;
- The Company's remuneration consists of fixed compensation (salary and employee benefits), variable compensation, and Directors' fees. Variable compensation is paid to certain personnel and is based on the achievement of pre-determined financial results.
- The Company's key management personnel include all members of the Board of Directors and executive management who have the authority, responsibility for planning, executing, and controlling the activities of the Company. The summary of compensation of key management personnel follows:

<b>Total value of remuneration awards for 2019</b>	<b>Unrestricted</b>	<b>Deferred</b>
Fixed remuneration		
• Cash-based	\$ 2,345,798	0
• Shares and share-linked instruments	0	0
• Other	0	0
Variable remuneration		
• Cash-based	\$ 138,145	0
• Shares and share-linked instruments	0	0
• Other	0	0