

# POLICY ON REMUNERATION | SINGHE HOSPITALS PLC

## Document Reference SHPLC SEP Version 1.0

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Distribution	Board of Directors		

The Remuneration Policy of Singhe Hospitals PLC is designed to reward, motivate, and retain the Company's executive team by offering competitive remuneration packages. This approach supports the continued success of the business and aims to create long-term value for shareholders.

### Executive Remuneration

The remuneration packages for Executive Directors and Senior Management are linked to individual performance and are aligned with the Company's short-term and long-term strategies. These packages include:

- Basic salary and benefits
- Allowance
- Remuneration levels are reviewed annually, taking into account both organizational and individual performance

### Remuneration Committee

In line with Colombo Stock Exchange (CSE) Rule No. 9.2.1(d) & 9.3, the Remuneration Committee is formed to ensure that the Company's remuneration policy is effectively implemented and maintained.

### Scope of the Remuneration Committee

1. **Reviewing Salary Structures:** The Committee regularly reviews salary structures and terms and conditions for Senior Executives, ensuring that the Company's compensation is competitive within the corporate sector.
2. **Executive Compensation Recommendations:** The Committee makes recommendations to the Board on the remuneration packages, annual increments, and bonuses for the Managing Director, Corporate Management, and Senior Executive staff. The Chairman and Managing Director provide relevant information for these decisions, although the Managing Director is not involved in discussions concerning his own performance or compensation package.
3. **Guidelines for Executive Compensation:** The Committee sets the guidelines for compensation structures across the Company's Executive team and oversees their implementation.

4. **Non-Executive Directors' Fees:** The Committee ensures that Non-Executive Directors receive fees for attending Board and Committee meetings but do not receive performance-related incentives.

### **Senior Management Compensation**

The **remuneration package** for the CEO and Senior Management consists of:

- Basic salary
- Allowance
- The remuneration for the Senior Management is reviewed every April to ensure alignment with organizational and personal performance.

### **Non-Executive Directors' Compensation**

- Non-Executive Directors receive a fixed fee for attending Board meetings and participating in sub-committees.
- They do not receive performance-related incentives or bonuses and are not included in any employee share schemes.

This **Remuneration Policy** ensures that compensation levels are sufficient to attract and retain top talent while aligning the interests of management with the long-term goals of the Company and its shareholders