

## EPF VOTING GUIDELINES AT SHAREHOLDERS' MEETING 2017

RESOLUTIONS AT SHAREHOLDERS' MEETINGS	VOTING POLICY
<p><b>RE-ELECTION OF DIRECTORS</b></p> <p>1. If we find any of the following:</p> <ul style="list-style-type: none"> <li>a) The director has a poor reputation and conduct;</li> <li>b) The director has not act in the best interest of shareholders;</li> <li>c) The director has a record of mismanagement, or has involved in financial scandals in any other company;</li> <li>d) The director failed to attend at least 50% of the Board and Audit Committee meetings, where applicable;</li> <li>e) The director did not fulfil sufficient training hours</li> </ul> <p>2. Reappointment of director exceeding 75 years old (except the founder of the company).</p> <p>3. Reappointment of director exceeding 80 years old (except the founder of the company).</p> <p>4. Reappointment of any Independent Director who has served on the Board for more than 12 years.</p> <p>Note: The length of service includes the time if the Independent Director was re-designated from Non-Independent.</p>	<p>AGAINST</p> <p>ABSTAIN</p> <p>AGAINST</p> <p>AGAINST</p>
<p><b>DIRECTORS FEES</b></p> <p>4. Approving the directors' fees if past decisions from the Board has brought the company into a financially-distressed position.</p> <p>5. Approving for a general mandate to determine the fees for Non-Executive Directors.</p> <p>6. Any of the following resolutions on payments to directors:</p> <ul style="list-style-type: none"> <li>a) Approval for payment of advance directors fees prior to the closing of the current financial year.</li> <li>b) Approval for other advance payments to directors such as benefits, salaries, emoluments (other than directors fees) where the company did not disclose full details of payments to each individual director in the annual report.</li> </ul>	<p>AGAINST</p> <p>AGAINST</p> <p>AGAINST</p>
<p><b>EMPLOYEE SHARE SCHEME (ESS)</b></p> <p>7.</p> <ul style="list-style-type: none"> <li>a) Total ESS issue exceeds 10% of the company's paid-up capital.</li> <li>b) No cancellation of outstanding ESS that are not yet exercised.</li> <li>c) Detailed criteria and basis of ESS allocation is not disclosed in the circulars, or are not based on performance.</li> <li>d) The entire ESS issue is vested immediately and not staggered over several years.</li> <li>e) The ESS is awarded to Non-Executive Directors of the company.</li> </ul>	<p>AGAINST</p>
<p><b>TRANSACTIONS</b></p> <p>8. Any approval that do not disclose adequate and relevant information relating to the transactions to all shareholders.</p>	<p>AGAINST</p>