



Fullerton Fund Management Company Ltd. ('Fullerton')

- Remuneration Policy

April 2024



Fullerton’s Remuneration Policy

1. Purpose

Fullerton Fund Management Company Ltd. (“Fullerton” or the “Company”) adopts a comprehensive approach to the Remuneration Policy that is aligned with our strategic business ambition, risk appetite, culture and values of the Company.

The approach is also intended to support our compensation strategy to attract, recruit, motivate and retain a diverse and talented team, and aim to align the interests of our employees with internal and external stakeholders of Fullerton.

2. Applicability & scope

This policy applies to all eligible permanent employees of the Fullerton

3. Governance & Compliance

The Executive Resource & Compensation Committee (ERCC) is a Board committee which oversees the Company’s remuneration policy to ensure alignment with the organization’s goals and values.

This policy complies with all relevant labour laws, regulations and corporate governance principles that promote the individual accountability of senior managers, strengthen oversight over material risk personnel and uphold standards of proper conduct among all employees.

The policy will be reviewed periodically to ensure its effectiveness, relevance, and compliance with applicable laws and regulations.

4. Remuneration Structure

Our remuneration structure comprises 4 main pillars:

- Fixed compensation: Base Salary that commensurates with roles, experience level and position
- Variable compensation: Discretionary Bonus award takes into account the performance of both the Company and the individual. Individual performance is assessed through annual performance appraisal process based on both quantitative and qualitative objectives, that promotes and reinforces our corporate values, professional conduct and compliance with the Company’s policies.

Variable compensation is subject to deferrals rules where applicable.

- Pension

The Company contributes pension to individual employee according to the respective relevant local regulations

- Benefits

This policy includes a comprehensive range of benefits including medical, insurance and other benefits to support our employees' overall well-being and needs.

5. Sustainable Performance

Fullerton aligns our short-term deliverables through a set of balance scorecard which dovetails with the long-term strategic goals and growth ambition of the Company. Our remuneration policy promotes sustainable performance with appropriate risk-taking within the tolerance threshold of our risk management framework.

As part of sustainable performance, employees' variable remuneration above certain thresholds will be subject to deferral requirement and vested over a medium-term period. Payment of any deferred compensation is subject to employment, malus and clawback conditions.

In delivering sustainable investment performance, the Investment team are expected to integrate the sustainable risk factors in their investment processes in line with the Sustainability Policy of the Company.

Employees engaged in control functions are evaluated independent of their functional lines and are remunerated in accordance with the achievement of the objectives linked to their functions.