



AMW CAPITAL LEASING & FINANCE PLC

Summary of the Remuneration Policy

The following sections provide a summary of the content in the Remuneration Policy under each topic.

Approvals & Sign Off

Remuneration Policy was approved on 13th December 2022 by the Board of Directors of AMW Capital Leasing and Finance PLC (AMWCL).

Remuneration Policy Control

AMW Capital Leasing and Finance PLC's remuneration policy is managed by HR and reviewed annually by the remuneration committee, with additional reviews carried out as needed. The policy complies with local labor laws and can be revised as necessary. Revisions are documented, and once approved, supersede all prior versions. Any interpretation conflicts are resolved by HR.

Purpose

AMWCL's remuneration policy establishes a framework to attract, motivate, reward, and compensate employees aligning with market practices and company's success.

Scope

The policy is applied to all HR-system-enabled employees of AMWCL.

1.0 Policy Statement

AMWCL emphasizes the importance of recognizing and rewarding employees to drive performance. The company offers market-aligned rewards and benefits to attract, engage, retain, and inspire superior performance. This policy reflects the company's commitment to supporting employees in meaningful moments, both personally and professionally, while fostering growth, development, and contribution.

2.0 Compensation Elements

2.1 Job Description – Role Profile

A job description is an objective outline of the key responsibilities that are required to be performed to meet company needs. This is essential for both compensation and selection process, and must be written and approved by designated senior officers.

2.2 Job Evaluations

Job evaluation assesses the relative scope of a role, placing it on a scale that considers content, responsibilities, and required skills. Any role requiring evaluation or re-evaluation must be outlined, reviewed, and approved by Senior Management before submitting for final evaluation.

2.3 Job Categories

A job category consists of roles that involve similar work but require varying levels of skills and responsibility. These provide a structure for management decisions and a career ladder for employee growth and advancement.

2.4 Corporate Titles

Job titles establish a connection between job categories and the compensation structure. To enhance transparency, all levels are linked to corporate job titles. These internal job titles reflect the hierarchical levels.

3.0 Components of Compensation

3.1 Base Salary

Base salary is the fixed compensation an employee receives for performing a job, determined by the salary range of the assigned category and title.

3.2 Allowances, Incentives and Bonuses

Additional components of remuneration include car and other allowances. Employees may receive incentives and discretionary annual bonuses based on individual and business performance. HR ensures correct classification of employees for bonuses or incentives, with category changes requiring approval.

3.3 Salary & Benefit scales

Competitive salary ranges and benefits are reviewed periodically based on market surveys and align with the company's grading structure. The salary and benefits framework guides recruitment and employee movement decisions. HR periodically reviews job descriptions to ensure they are current, with job evaluations occurring periodically.

3.4 Promotions

When a job role is moved to a different category because of changes in the organization or major updates to the job description, the employee in that role might be reviewed for a

possible promotion. This means their performance, skills, and experience will be assessed to gauge readiness.

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