



SICOM Group values and recognises contributions, dedication, commitment and achievements of employees and salespersons. It provides competitive remuneration packages and commissions that align with industry standards.

As per the Remuneration Policy for Directors and Senior Executives, which is referred to on page 116 of our Integrated Report, remuneration for Non-Executive Directors is fixed fees for acting as member of the Board of the Company and/or member of the Board Committee(s) of the Company, and benefits and allowances as approved by the Shareholders.

For Executive Directors and Employees, the remuneration consists of a fixed portion (salary and allowances) as well as a variable portion, which is based on SICOM Group's profitability levels and the employee's individual performances.

SICOM Group's recruitment practices is agnostic to applicants' age, race, caste, color, creed, ethnic origin, impairment, marital or family status, pregnancy, place of origin, national extraction or social origin, religion, political opinion, sex, sexual orientation, gender, HIV status, or criminal record. Selection for employment, recruitment, promotion, training (including terms and conditions for access to training), and development are based solely on merit and all efforts are taken to ensure that the processes are fair and equitable.

SICOM Group is an equal opportunity employer as further detailed in the Equal Opportunity Policy published on the Group's website, under Codes & Policies in Corporate Governance section. Some statistics about the demographic of the group are as follows:

Number of employees by age group	Apr-24	
	Male	Female
<30 years old:	16	43
30-50 years old:	70	122
>50 years old:	63	62