



## **FAIR AND RESPONSIBLE REMUNERATION**

At AFFIN Group, we uphold the principle of **Equal Pay for Equal Work** as a fundamental aspect of our remuneration philosophy. This commitment is embedded in our remuneration policy, which is periodically reviewed to ensure alignment with our strategic objectives and market standards.

We ensure that:

**Fair and Responsible Remuneration Practices:** Measures to ensure internal equity are applied. The Group is committed to ensuring all employees are fairly remunerated according to their roles within the organisation.

**Market Competitiveness:** The salary bands are reviewed and adjusted periodically to maintain market competitiveness.

**Transparency:** Remuneration management shall be transparent, conducted in good faith and in accordance with appropriate levels of confidentiality.

These principles reflect our commitment to fair employment practices, aligned with regulatory expectations and the Group's strategic objectives.