



# PTG ENERGY GROUP

## Supporting Document

on

## Compensation and Benefits Policy

### Records of Revision

#Revision	Effective Date	Description
02	01/01/2024	2023 Annual Review
01	01/01/2023	2022 Annual Review
00	1/11/2021	First implementation



# Compensation and Benefits Policy

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PTG Energy Group (**the "Group"**) has placed importance on employees' compensation and benefits, taking account of adequacy and fairness to ensure proper livelihood of themselves and their families. The Group has regularly reviewed compensation and benefit packages, and also has an Employee Welfare Committee that is responsible for supervising, monitoring, advising on the benefits provided by the employer to the employees. In addition, with meetings organised on a quarterly basis, the Committee renders suggestions and guides the provision of benefits that are appreciable. In this regard, the compensation and benefit package of the Group consists of the followings:

## **1. Salary**

The Group compensates its employees based on the majority of their position's competencies, costs of living, national minimum wages while also ensuring that the salary provided is compatible with the pay scale of other companies of the same type, as well as current and future business competition. Moreover, there shall be annual performance appraisals to review and make an employee pay adjustment, which are to motivate and retain skilled employees with the organisation. This is because a competitive salary definitely leads to sustainability due to it being a guarantee of job security for all employees.

## **2. Short-term Benefits and Incentives**

The Group provides benefits and welfares to employees of all levels, including annual bonus, commission, discounts on company products and services, life and health insurance, annual health check-ups and extra discounts for family life insurance, all of which are to promote their quality of life and to enhance physical and mental health.

## **3. Long-term Incentives**

The Group offers provident funds to strengthen retirement security. Moreover, employees can buy stocks of the Group at the price they were first issued to the general public (Initial Public Offering: IPO) without binding conditions. This is to foster employee participation and a sense of ownership, as an approach to build strong relationships with the organisation and involve them as part of the company in order to sustainably thrive together in a long run.