**Executive Compensation Policy**

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| **Entity:**  BPTP INTERNATIONAL TRADE CENTRE LIMITED | **Section:**  GOVERNANCE POLICY | | **Version:** V2 | | **Effective Date:** 01.07.2023 |
| **Subject:** EXECUTIVE COMPENSATION | | | | | |
| **Policy Owner:**  C-HRO | | **Review Date:**  01.07.2024 | | **Pages:**  1 | |

**APPLICABILITY:** It applies to all projects, including both new construction and existing buildings at BPTP INTERNATIONAL TRADE CENTRE LIMITED

**PURPOSE:** The purpose of the Executive Compensation Policy is to establish a framework for determining fair, competitive, and performance-driven compensation for our executives at BPTP. This policy is designed to attract, retain, and motivate top talent while aligning executive interests with the long-term success of the company.

**POLICY OUTLINE:** Executive compensation refers to the financial rewards, benefits, and incentives provided to high-ranking executives within a company. This compensation is designed to attract, retain, and motivate top-level talent while aligning their interests with the long-term success of the organization. The performance metrics for executive compensation will be tied to BPTP’s strategic objectives, financial performance, operational excellence, and other key performance indicators relevant to the company.

To support this policy, BPTP will:

* Regularly benchmarked against industry peers and relevant market data to ensure competitiveness and alignment with industry standards.
* Committed to transparency in executive compensation. Relevant details, including the components of compensation, performance metrics, and the rationale behind compensation decisions, will be communicated to shareholders and other stakeholders as required by law.
* Implement clawback provisions to recoup executive compensation in the event of financial restatements, misconduct, or other circumstances as determined by the Board.
* Regularly review to ensure its ongoing alignment with [Your Real Estate Company Name]'s goals, industry standards, and regulatory requirements.
* Establish limits on executive compensation to ensure it remains reasonable and justifiable in the context of overall company performance and shareholder interests.

**RESPONSIBILITY:** The Compensation Committee of the Board of Directors is responsible for reviewing and approving executive compensation.

**AMENDMENTS:** This policy is subject to any changes in the applicable laws, rules and regulations by the management.