

## MAX MYANMAR GROUP

### **Reward Scheme for the Performance of the Company Beyond Short-Term Financial Measures**

We provide our employees with fair and competitive compensation and benefits. Remuneration meets or exceeds local compensation conditions and guidelines and thus ensures an adequate standard of living for our employees and their families. Compensation in Max Myanmar Group is based on the requirements of each position and employee performance. We are committed to the principle of equal pay for equal work.

Max Myanmar Group has specific compensation programs that are designed to reward past, present and anticipated business performance and to appropriately recognize an individual's contribution to the business and to the long-term value of Max Myanmar Group.

The Long Service Incentive Scheme was implemented to reward and recognize the loyal and long-term contribution of employees to the company. Additionally, Max Myanmar Group is coordinating with AYA Sompo to deliver Health Insurance Plans for employees.

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