



Long-term Incentives – VGI Spirit Club Programme



VGI Spirit Club Programme

LONG-TERM INCENTIVES AT VGI

VGI's Spirit Club Programme, or “Nu Duan Chuan Ka Yan”, is a long-term incentive program designed to promote positive corporate behaviour and recognise employee loyalty and service to the Company.



POSITIVE CORPORATE BEHAVIOUR

Employees demonstrate positive behaviors that contribute to the Company



EARN POINTS

Employees earn points based on recognised positive behaviors



SERVICE-BASED MULTIPLIER

Longer years of service entitle employees to higher point multipliers



MONETARY REWARDS

Accumulated points can be exchanged for monetary value

WHO IS ELIGIBLE?

The program applies to **employees at all levels.**



CEO



OTHER EXECUTIVES



MANAGERS



EMPLOYEES

LONG-TERM INCENTIVE MACHANISM

Employees with longer years of service are entitled to higher point multipliers, increasing the value of points earned and the monetary rewards available under the programme.

YEAR 1

1.0x

Base Multiplier

AFTER 2 YEARS

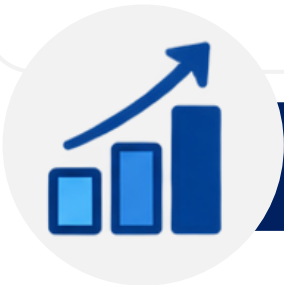
1.2x

Point Multiplier increases to 1.2x

AFTER 3 YEARS



Further increase in point multiplier



Employees can exchange accumulated points for monetary rewards. The longer the years of services, the greater the potential rewards.

VGI Spirit Club Programme

ESG-RELATED CRITERIA UNDER THE VGI SPIRIT CLUB PROGRAMME

ESG is one of many criteria for positive corporate behaviour recognised under the VGI Spirit Club Program. Within the ESG-related criteria, employees can earn points for positive corporate behaviours that contribute to resource use and efficiency, including reducing electricity consumption and the efficient use of resources such as paper and photocopying.

WAYS TO EARN POINTS FOR ESG-RELATED CONTRIBUTIONS



ENERGY EFFICIENCY

Reducing electricity consumption



RESOURCE EFFICIENCY

Efficient use of resources such as paper and photocopying



Employees can earn points for behaviours that contribute to energy reduction and resource efficiency. These points form part of the rewards earned under the Spirit Club Program.

VGI Spirit Club Programme

PROMOTING RISK CULTURE THROUGH EMPLOYEE INCENTIVES

Risk-related contributions are among the positive corporate behaviours recognised under the VGI Spirit Club Program. Employees are encouraged and rewarded for actions that reduce risks, enhance workplace safety and improve operational efficiency.

WAYS TO EARN POINTS FOR RISK-RELATED CONTRIBUTIONS



INNOVATION IDEAS THAT REDUCE RISK

Employees can earn points for innovative ideas that enhance work efficiency while contributing to **risk reduction**, including ideas that help reduce workplace safety risks.



PARTICIPATION IN SAFETY COMMITTEE

Employees can earn points for being appointed to the Company's **Safety Committee**.



By linking financial rewards to risk-aware behaviours and contributions, the Spirit Club Programme strengthens risk culture and empowers to play a role in building a safer, more efficient and resilient organisation.