

## Corporate Governance

OCBC Bank is fully committed to integrity and fair dealing in all its activities, and upholds the highest standards of corporate governance. It adopts corporate governance practices in conformity with the Code of Corporate Governance (the “Code”) issued by the Corporate Governance Committee and adopted by the Singapore Exchange Securities Trading Limited (SGX-ST), as well as with the guidelines issued by the Monetary Authority of Singapore.

### BOARD OF DIRECTORS

#### Board Composition and Independence

The Board comprises ten Directors, of whom eight are non-executive Directors. The non-executive Directors are: Mr Michael Wong Pakshong, Dr Cheong Choong Kong, Datuk Fong Weng Phak, Tan Sri Dato Nasruddin Bin Bahari, Dr Tsao Yuan (also known as Dr Lee Tsao Yuan), Col (NS) David Wong, Mr Wong Nang Jang and Mr Patrick Yeoh.

The executive Directors on the Board are Mr Lee Seng Wee, Chairman of the Board, and Mr David Conner, Chief Executive Officer (CEO) who was appointed on 15 April 2002.

The roles of the Chairman and the CEO have been separated since 21 September 1998, which is consistent with the principle of the Code to institute an appropriate balance of power and authority. The Chairman’s role pertaining to Board proceedings, includes the scheduling of meetings to enable the Board to perform its duties responsibly while not interfering with the flow of the company’s operations; preparing meeting agenda in consultation with the CEO; exercising control over quality, quantity and timeliness of the flow of information between Management and the Board; and assisting in ensuring compliance with guidelines on corporate governance. These pertain to only board proceedings and is not a comprehensive list of all the duties and responsibilities of the Chairman.

Based on the Guidance Notes of the Code, six non-executive Directors – namely, Datuk Fong Weng Phak, Tan Sri Dato Nasruddin Bin Bahari, Dr Tsao Yuan, Col (NS) David Wong, Mr Michael Wong Pakshong and Mr Patrick Yeoh – are considered as independent Directors. Another non-executive Director, Dr Cheong Choong Kong, holds an executive position in a company to which the Bank has granted credit facilities and from which the Bank received payments deemed by the Code to be significant. Nevertheless, the Board determines Dr Cheong to be independent, as

the credit facilities were granted on an arm’s length basis and in line with credit facilities given to other customers of the Bank. Although Mr Wong Nang Jang relinquished his post as an executive director and became a non-executive director on 5 June 2002, he is considered non-independent under the Code as he was employed by the Bank from December 2001 to June 2002. With seven out of the ten Directors deemed to be independent, the Board has a strong and independent element to exercise objective judgement on corporate affairs.

The members of the Board as a group provide core competencies to ensure the effectiveness of the Board. The competencies include accounting, finance, strategic ability, business acumen, management experience and depth, as well as knowledge of industry and customer, regulatory requirements and risk analyses and control. Details of the Directors’ professional qualifications and background can be found on pages 155 to 162.

As a principle of good corporate governance, all Directors are subject to re-nomination and re-election at regular intervals and at least every three years. The Bank’s Articles of Association also provide for the retirement of Directors by rotation and, under MAS Notice to Banks 622, all appointment and re-appointment of Directors have to be approved by the Monetary Authority of Singapore.

The Directors have multiple board representations, but the Nominating Committee is satisfied that the Directors have been able to devote adequate time and attention to fulfil their duties as Directors of the Bank, in addition to their multiple board representations.

Given the size of the Bank, its business complexity and the number of board committees, the Board considered that an appropriate Board size is between 10 and 12 members. The actual Board size currently is 10.

#### Board Conduct and Responsibilities

The Board is responsible for the performance of the Bank. The management of the business and the control of the Bank are vested by the Articles of Association of the Bank in the Board.

The Board sets the Bank’s overall direction and risk profile, and formulates the business and risk management strategies. It regularly reviews the financial performance and business

of the Bank and the Group. In addition to establishing the limits of the discretionary powers of officers, committees and sub-committees, the Board reviews the risk management principles and the adequacy of risk management systems and internal controls. The Board is also responsible for reviewing any sale or disposal of the whole or substantially the whole of the undertaking or assets of the Bank, and any transaction for the acquisition or disposal of assets of the Bank that is material to the Bank.

In 2002, the Board and its Committees held a total of 36 meetings. Prior to each meeting, Members are provided with timely, complete and adequate information, to enable Members to fulfil their responsibilities. Information provided includes background information on matters to be addressed by the Board, copies of disclosure documents, monthly internal financial statements, risk management reports, budgets, forecasts, and reports of variances from budgets and forecasts.

The Board and its Committees have separate and independent access to the Bank's senior management, and to the company secretaries, who attend and maintain minutes of all board meetings. The Directors, in addition, could take independent professional advice from legal firms, at the Bank's expense.

The Directors receive appropriate training. The structured training includes introductory information, briefings by senior executives on their respective areas and attendance at relevant external courses. The Board as a whole will also receive briefings on relevant new laws, risk management updates and changes in accounting standards.

**Board Performance**

The Board has implemented an annual performance evaluation process to assess the effectiveness of the Board as a whole and the contribution by each Director. An independent consultant has been appointed to develop and facilitate this process.

The purpose of the evaluation process is to increase the overall effectiveness of the Board.

The Directors participate in the evaluation. Each Director evaluates the performance of the Board as a whole, as well as conducts a self-assessment and a peer-assessment of the other Directors. The assessments are made against

pre-established criteria which are derived from the Board's charter and responsibilities. The results of the evaluation are used constructively by the Nominating Committee to discuss improvements with the Board and to provide developmental feedback to individual Directors.

**BOARD COMMITTEES**

**Executive Committee**

The Executive Committee comprising Mr Lee Seng Wee (Chairman), Dr Cheong Choong Kong, Mr David Conner, Mr Michael Wong Pakshong and Mr Wong Nang Jang, was formed on 15 April 2002.

The Executive Committee oversees the management of the business and affairs of the Bank and the Group, within the parameters delegated by the Board. It reviews the Bank's policies, principles, strategies, values, objectives and performance targets. These include the risk policies and risk portfolios and the implementation of risk management strategies within the parameters of the Bank's risk profile, the investment and divestment policies, and the human resource policies. It also endorses such other matters and initiates any special reviews and actions as appropriate for the prudent management of the Bank.

With the formation of the Executive Committee, the former Strategy Committee and Review Committee were dissolved.

**Nominating Committee**

The Nominating Committee comprises Dr Cheong Choong Kong (Chairman), Mr David Conner, Datuk Fong Weng Phak, Mr Lee Seng Wee and Col (NS) David Wong. Three of the five Committee members - Dr Cheong, Datuk Fong and Col (NS) Wong – are independent Directors. The Committee has written terms of reference that describe the responsibilities of its members.

The Nominating Committee plays a vital role in reinforcing the principles of transparency and meritocracy at the Bank. It ensures that only the most competent individuals capable of contributing to the success of the organisation are appointed. This includes review of all nominations for the appointment, re-appointment, election or re-election of Directors of the Bank and its wholly-owned subsidiary Bank of Singapore Limited, and members of the Executive Committee, Compensation Committee and Audit Committee of the Bank. The Nominating Committee is also charged with determining annually whether or not a

Director is independent, or whether the Director is capable of carrying out the relevant duties where the Director has multiple representations. It also reviews nominations for senior management positions in the Bank and Bank of Singapore Limited, including the CEO, Deputy Presidents, Chief Financial Officer and senior executives of Executive Vice President rank and above. The Nominating Committee makes recommendations to the Board on all such appointments.

**Audit Committee**

The Audit Committee comprises three independent Directors, namely, Mr Michael Wong Pakshong (Chairman), Datuk Fong Weng Phak and Col (NS) David Wong. All Committee members have accounting or financial management expertise and experience.

The Audit Committee performs the functions specified in the Companies Act, Cap. 50, the Code and the SGX-ST Listing Manual. Details of the duties and responsibilities of the Audit Committee are found in the Report of the Directors on page 64 as well as in the "Audit Function" section of this chapter on pages 34 to 35.

**Compensation Committee**

The Compensation Committee comprises Dr Cheong Choong Kong (Chairman), Mr Lee Seng Wee, Dr Tsao Yuan and Mr Michael Wong Pakshong. Three of the four Committee members – Dr Cheong, Dr Tsao Yuan and Mr Wong Pakshong – are independent Directors. All the Committee members are well versed with executive compensation matters, given their extensive experience in senior corporate positions and major appointments.

The Compensation Committee determines and recommends to the Board the remuneration and fees of non-executive Directors as well as the compensation of executive Directors. It is also empowered to review the policies governing the compensation of executive officers of the Bank and its subsidiaries. In addition, it administers the OCBC Executives' Share Option Scheme 1994 and the OCBC Share Option Scheme 2001.

**DIRECTORS' ATTENDANCE AT BOARD AND BOARD COMMITTEE MEETINGS IN 2002**

Board of Directors	Scheduled Meetings		Ad-hoc Meetings	
	Held*	Attended	Held*	Attended
<b>Total no. of meetings: 8</b>				
Lee Seng Wee	5	5	3	3
Michael Wong Pakshong	5	5	3	3
Cheong Choong Kong	5	5	3	3
David Conner 1/	4	4	1	1
Fong Weng Phak 2/	5	5	2	2
Nasruddin Bin Bahari	5	5	3	3
Tsao Yuan 3/	4	4	1	1
David Wong	5	5	3	3
Wong Nang Jang 4/	5	4	3	3
Patrick Yeoh	5	5	3	2
Alex Au 5/	1	1	2	2
J Y Pillay 6/	1	1	2	2

Executive Committee (formed on 15 April 2002)	Scheduled Meetings		Ad-hoc Meetings	
	Held*	Attended	Held*	Attended
<b>Total no. of meetings: 6</b>				
Lee Seng Wee	2	2	4	4
Cheong Choong Kong	2	1	4	4
David Conner 1/	2	2	4	4
Michael Wong Pakshong	2	2	4	4
Wong Nang Jang 4/	2	2	4	4

Nominating Committee	Scheduled Meetings		Ad-hoc Meetings	
	Held*	Attended	Held*	Attended
<b>Total no. of meetings: 10</b>				
Cheong Choong Kong	2	2	8	8
David Conner 1/	1	1	3	3
Fong Weng Phak 2/	1	1	3	3
Lee Seng Wee	2	2	8	8
David Wong	2	1	8	6
Alex Au 5/	1	0	5	1
J Y Pillay 6/	1	1	5	5

Compensation Committee	Scheduled Meetings		Ad-hoc Meetings	
	Held*	Attended	Held*	Attended
<b>Total no. of meetings: 4</b>				
Cheong Choong Kong	2	2	2	2
Lee Seng Wee	2	2	2	2
Tsao Yuan 3/	0	0	2	1
Michael Wong Pakshong 7/	0	0	2	2
J Y Pillay 6/	2	2	0	0

**Audit Committee**

Total no. of meetings : 8	Scheduled Meetings		Ad-hoc Meetings	
	Held*	Attended	Held*	Attended
Michael Wong Pakshong	5	5	3	3
Fong Weng Phak 2/	3	3	3	3
David Wong	5	5	3	3
David Conner 8/	3	3	3	3
Alex Au 8/	2	2	0	0

\* Reflects the number of meetings held during the time the Director held office

- (1) Mr David Conner was appointed to the Board, the Nominating Committee and the Executive Committee, on 15 April 2002.
- (2) Datuk Fong Weng Phak was appointed to the Board on 22 January 2002, Audit Committee on 27 February 2002 and Nominating Committee on 15 May 2002.
- (3) Dr Tsao Yuan was appointed to the Board and the Compensation Committee, on 3 April 2002.
- (4) Mr Wong Nang Jang was an Executive Director from 4 December 2001 to 4 June 2002 and remains as a Non-Executive Director.
- (5) Mr Alex Au resigned from the Board and ceased to be a Member of the Nominating Committee, on 15 April 2002.
- (6) Mr J Y Pillay resigned from the Board and ceased to be Chairman of the Nominating Committee and a Member of the Compensation Committee, on 15 May 2002.
- (7) Mr Michael Wong Pakshong was appointed to the Compensation Committee on 20 March 2002.
- (8) Mr David Conner and Mr Alex Au attended the Audit Committee meetings at the invitation of the Chairman of the Committee.

The Board intends to facilitate the meetings of the Board and Board Committees to provide for telephonic and video conferencing meetings. The resolution to amend the Articles of Association to provide for this will be presented to the Members of the Company.

**AUDIT FUNCTION**

**Audit Committee**

The Board approved the Terms of Reference of the Audit Committee. The Committee may meet at any time but no less than four times a year with the internal auditors and external auditors. It has full access to, and co-operation from management, and has the discretion to invite any Director and executive officer to attend its meetings. It has explicit authority to investigate any matter within its terms of reference.

In addition to the review of the Group Financial Statements, the Audit Committee reviews and evaluates with the external auditors and internal auditors, the adequacy of the system of internal and accounting controls, risk management and compliance. The reviews include the scope and results of the audits, the cost effectiveness of the audits, and the independence and objectivity of the external auditors.

Where the external auditors provide non-audit services to the Bank, the Committee keeps the nature, extent and costs of such services under review. This is to balance the objectivity of the external auditors against their ability to provide value for money services.

It meets at least once a year with the external auditors and internal auditors in separate sessions and without the presence of Management, to consider any matters which might be raised privately. In addition, the Chairman of the Audit Committee meets the internal auditors on a regular basis to discuss the work undertaken, key findings and any other significant matters arising from the Group's operations. Formal reports are sent to the Audit Committee on a quarterly basis. The Board is updated on these reports.

The Audit Committee has received the requisite disclosures from the external auditors evidencing the latter's independence. It is satisfied that the financial, professional and business relationships between the Group and the external auditors are compatible with maintaining the independence of the external auditors.

In respect of the 2002 financial year, the Audit Committee

- (a) has reviewed the audited financial statements with management, including a discussion of the quality of the accounting principles applied and significant judgements affecting the financial statements;
- (b) has discussed with the external auditors the latter's judgement of the quality of the above principles and judgements;
- (c) has discussed among its own members, without the presence of management or the external auditors, the information disclosed in (a) and (b) above; and
- (d) believes that the financial statements are fairly presented in conformity with the relevant Singapore accounting standards in all material aspects, based on its review and discussions with management and the external auditors.

**Internal Audit Function**

The Audit Committee approved the Terms of Reference of internal audit (Group Audit). In line with leading practice, Group Audit's mission statement and charter requires it to provide independent and reasonable, but not absolute, assurance that the Banking Group's system of risk

management, control, and governance processes, as designed and implemented by senior management, are adequate and effective. Group Audit reports on the adequacy of the systems of control to the Audit Committee and management, but does not form any part of those systems of control. Group Audit is also expected to meet or exceed the Standards for the Professional Practice of Internal Auditing of The Institute of Internal Auditors.

Group Audit has implemented risk-based audit processes. Audit work is prioritised and scoped according to an assessment of potential exposure to risks. This includes not only financial risks, but operational and strategic risks as well. Computerised audit systems have been adopted so that the audit process is now automated and typically paperless. Group Audit also works closely with Group Risk to help review risk management processes as a whole.

The work undertaken by Group Audit includes the audit of the Group's system of internal control over its key operations (including overseas branches), review of security and access controls for the Group's key computer systems, review of control processes within and around new products and system enhancements, and review of controls over the monitoring of market and credit risks. Group Audit also actively participates in major new systems developments and special projects, to help evaluate risk exposures and to help ensure that proposed compensating internal controls are adequately evaluated on a timely basis.

The Audit Committee is responsible for the adequacy of the internal audit function, its resources and its standing. Group Audit reports functionally to the Audit Committee and administratively to the CEO. Mr Chong Meng was appointed as the Head of Group Audit on 21 October 2002. Prior to his appointment, Mr Chong Meng was the Head of Group Risk Management. He has 29 years of experience in risk management and control, marketing, client-relationship, process engineering and general management. Currently, Group Audit has a team of some 83 staff in Singapore, OCBC Malaysia and overseas, who are organised into specialist units aligned with the structure of the Bank.

**Internal Controls**

The Board believes that, in the absence of any evidence to the contrary, the system of internal controls maintained by

the Bank's management and that was in place throughout the financial year and up to and as of the date of this report, is adequate to meet the needs of the company in its current business environment.

The system of internal control provides reasonable, but not absolute, assurance that the company will not be adversely affected by any event that could be reasonably foreseen as it strives to achieve its business objectives. However, the Board also notes that no system of internal control could provide absolute assurance in this regard, or absolute assurance against the occurrence of material errors, poor judgement in decision making, human error, losses, fraud or other irregularities.

**REMUNERATION POLICY**

**Employees' Remuneration**

The objective of the Bank's remuneration policy is to attract, motivate, reward and retain quality staff.

The total compensation package for employees comprises basic salary, fixed bonus, variable performance bonus, allowances and share option for eligible executives, as well as benefits. In determining the composition of the package, the nature of the role performed and market practice is taken into consideration. To ensure that its remuneration package is competitive, the Bank regularly reviews its base salary ranges and benefits package based on market data provided by recognised surveys of comparative groups in the financial sector.

For executives, the Bank adopts a performance-driven approach to compensation, with rewards linked to individual, team and corporate performance. Executives' compensation is reviewed each year based on information from market surveys and advice from reputable management consultants. The compensation for senior executives is reviewed by the Compensation Committee.

The remuneration practices for staff in the bargainable positions are reviewed at least once every three years and are established through negotiation with the banks' unions.

**Directors' Remuneration**

The Compensation Committee recommends the remuneration for both the executive Directors and the non-executive Directors of the Bank, for approval by the Board of Directors.

### Compensation of Non-Executive Directors

In January 2001, the Compensation Committee engaged an independent consultant to conduct a study of market practices for non-executive director compensation and to recommend a reasonable and competitive compensation structure for the Bank. The Board decided to adopt compensation that are below the recommendations with a view to increasing the compensation in stages to the levels recommended. The current fee structure to compute the proposed fee for each non-executive Director is as follows:

- Annual retainer fee of S\$45,000;
- Annual committee chairperson fee of S\$20,000 for Audit Committee and S\$15,000 for other Committees; and
- Attendance fee of S\$1,200 per Board or Board Committee meeting. These attendance fees are paid to non-executive Directors to recognise their commitment and time spent in attending each meeting.

In addition, under the OCBC Share Option Scheme 2001, the Compensation Committee has the discretion to grant share options to non-executive Directors in recognition of

their contributions, although no grants have been made to date. Executive Directors are not eligible to participate in any part of the remuneration plan for non-executive Directors.

### Compensation of Executive Directors

The compensation plan for the executive Directors is formulated and reviewed by the Compensation Committee to ensure that it is market competitive and that the rewards are commensurate with their contributions. The compensation package comprises basic salary, benefits in kind, performance bonus, incentive bonus, share options and compensation in the event of early termination where service contracts are applicable. (The Chairman neither participates in the share option scheme, nor is he in receipt of any performance bonus or incentive bonus.) Performance and incentive bonuses relate directly to the financial performance of the Group and the contributions of the individual executive Director. Under the OCBC Executives' Share Option Scheme 1994 and OCBC Share Option Scheme 2001, the guidelines on granting of share options for executive Directors are similar to those for the executives of the Bank.

### Directors' Remuneration in 2002

	Remuneration band S\$	Salary and fees <sup>(a)</sup> %	Performance-based bonuses <sup>(b)</sup> %	Other benefits <sup>(c)</sup> %	Value of share options granted <sup>(d)</sup> %	Total remuneration %	Options granted No.	Exercise price S\$	Exercise period
<b>Non-Executive Directors:</b>									
Michael Wong Pakshong	Below 250,000	100	–	–	–	100	–	–	–
Cheong Choong Kong	Below 250,000	100	–	–	–	100	–	–	–
Fong Weng Phak <sup>(e)</sup>	Below 250,000	100	–	–	–	100	–	–	–
Nasruddin Bin Bahari	Below 250,000	100	–	–	–	100	–	–	–
Tsao Yuan <sup>(f)</sup>	Below 250,000	100	–	–	–	100	–	–	–
David Wong Cheong Fook	Below 250,000	100	–	–	–	100	–	–	–
Wong Nang Jang <sup>(g)</sup>	Below 250,000	100	–	–	–	100	–	–	–
Patrick Yeoh	Below 250,000	100	–	–	–	100	–	–	–
<b>Executive Directors:</b>									
Wong Nang Jang <sup>(g)</sup>	250,000 to 499,999	100	–	–	–	100	–	–	–
Lee Seng Wee	500,000 to 749,999	96.5	–	3.5	–	100	–	–	–
David Conner <sup>(h)</sup>	1,000,000 to 1,249,999	60.3	–	9.6	30.1	100	300,000	13.66	23 Apr 2003 to 22 Apr 2012
Alex Au <sup>(i)</sup>	1,000,000 to 1,249,999	63.7	36.1	0.2	–	100	–	–	–

<sup>(a)</sup> For non-executive Directors, refers to Directors' fees. For executive Directors, comprises basic salary, allowances and fixed bonuses.

<sup>(b)</sup> Represents performance-based bonuses paid during the year.

<sup>(c)</sup> Represents non-cash component and comprises club and car benefits.

<sup>(d)</sup> Share options were valued as at the date of grant, using the Roll-Geske Model for American call options.

<sup>(e)</sup> Appointed to the Board on 22 January 2002

<sup>(f)</sup> Appointed to the Board on 3 April 2002

<sup>(g)</sup> Mr Wong Nang Jang was an executive Director from 4 December 2001 to 4 June 2002.

<sup>(h)</sup> Appointed to the Board on 15 April 2002

<sup>(i)</sup> Resigned from the Board on 15 April 2002

### Remuneration of Directors' Immediate Family

During the financial year 2002, none of the Directors had immediate family members who were employees of the Bank and whose personal annual remuneration exceeded S\$150,000.

### Remuneration of Top 5 Key Executives in 2002

The Code of Corporate Governance suggests the disclosure of the remuneration of the Bank's top five key executives. The Board of Directors considered this matter carefully and has decided against such disclosure for the time being. Given the wage disparities in the industry and the likely competitive pressures resulting from such disclosures, it was felt that the disadvantages of disclosure will outweigh the benefits.

### SHARE OPTION SCHEMES

#### OCBC Executives' Share Option Scheme 1994

The Bank has a share option plan available for executives of the Bank and OCBC Bank (Malaysia) Berhad, viz. OCBC Executives' Share Option Scheme 1994 (the "1994 Scheme"). The objective is to enable officers of the ranks of Assistant Manager and above as well as executive Directors of the Bank to participate in the equity of the Bank.

This 1994 Scheme, which has been replaced by OCBC Share Option Scheme 2001, was terminated on 3 August 2001. However, this will not affect the rights of the holders of outstanding options granted under the 1994 Scheme to subscribe for shares.

#### OCBC Share Option Scheme 2001

A new share option plan, OCBC Share Option Scheme 2001 (the "2001 Scheme"), was approved in 2001.

The 2001 Scheme seeks to inculcate in all participants a stronger and more lasting sense of identification with the OCBC Group, as well as to incentivise participants to achieve higher standards of performance. Group executives comprising any employee of the OCBC Group holding the rank or equivalent rank of Assistant Manager and above and any Group Executive Director selected by the Compensation Committee, as well as non-executive Directors of the Group, are eligible to participate in the 2001 Scheme.

The cumulative total number of shares to be issued by the Bank in respect of options granted under the 2001 Scheme cannot exceed 10% of the Bank's issued share capital.

The number of share options to be offered each year is determined by the Compensation Committee which comprises Directors of the Bank who are duly authorised and appointed by the Board of Directors to administer the 2001 Scheme. The Committee takes into account criteria such as the individual's rank, job performance, years of service, potential for future development and his/her contribution to the success and development of the Group.

The subscription price for each share in respect of which the option is exercisable shall be determined by the Compensation Committee to be a price equal to the average of the last dealt prices of the stock for the five consecutive trading days immediately prior to the offering date. No options were granted at a discount since the commencement of the 2001 scheme.

The validity period of the options is subject to prevailing legislation applicable on the date of grant. Based on current legislation, options granted to Group Executives are exercisable up to 10 years, while options granted to non-executive Directors are exercisable up to 5 years. The options may be exercised after the first anniversary of the date of the grant, in accordance with a vesting schedule to be determined by the Compensation Committee on the date of the grant of the respective options. It is currently the intention of the Committee to adopt the following vesting schedule:

Vesting Schedule	Percentage of shares over which an option is exercisable
On or before the first anniversary of the date of grant	Nil
After the first anniversary but on or before the second anniversary of the date of grant	33%
After the second anniversary but on or before the third anniversary of the date of grant	33%
After the third anniversary but before the date of expiry of the exercise period	34%

These options will lapse immediately on the termination of employment and appointment, except in the event of retirement, redundancy, death or where approved by the Compensation Committee, in which case the Committee may allow the options to be retained and exercisable within the relevant option periods or such option periods as may be determined by the Compensation Committee.

### **COMMUNICATION WITH SHAREHOLDERS**

OCBC Bank recognises the importance of communicating regularly and effectively with its shareholders so that they can better understand its operations, strategies and directions. One of the key roles of the Corporate Communications and Investor Relations departments is to keep the market and investors apprised of the Group's corporate developments and financial performance through regular media releases, briefings and meetings with the media, analysts and fund managers. In addition, shareholders and the public can access the Group's media releases, financial results, presentation materials used at briefings and other corporate information on the Bank's website.

Shareholders are given the opportunity to participate actively at OCBC Bank's AGMs and EGMs, where they can ask questions and communicate their views. They are allowed to vote in person or in absentia. The Directors as well as the external auditors are present at these meetings to address any relevant queries raised by shareholders.