

## REWARD POLICY

Pursuant to the Corporation's objective of retaining and ensuring a work force with exemplary working knowledge, right experience and proverbial expertise relevant to the Corporation's industry/sector, the Corporation endeavors to provide career advancement to employees through a visibly defined promotion system based on the employee's competencies, major contributions and accomplishments, work attitude and interpersonal relationships and responsiveness to the needs of the organization based on the evolving business environment and strategic direction.

Appraisals of the performance of the employees shall be conducted wherein merits or bonuses will be awarded as circumstances warrant. Bonuses are given to deserving employees subject to the review and approval of Management. Moreover, the Company adheres to the benefit of pension or retirement plan covering all regular and permanent employees as provided for by law.

This Policy has been adopted by the Board Directors of AT and any material amendment to this Policy must be approved by the BOD. This Policy shall take effect upon approval by the latter and shall apply prospectively. The same shall be reviewed by the BOD annually.