



Batelco Long Term Incentive Program

March 2020

Long Term Incentive Plan - **Batelco Scheme**

Batelco engaged an external consultant in 2019 to develop a LTIP fit for its organization

The following principles have guided the design of the long term incentive plans for Batelco:

Linkage to organization strategy

- Plan should be aligned to organization, business as well as departmental objectives

Focus on shareholder value

- Plan should be linked to long-term value creation thus maximising shareholder value

Linkage of rewards to performance

- Plan should ensure significant upside potential for high performing employees and support retention of key talent

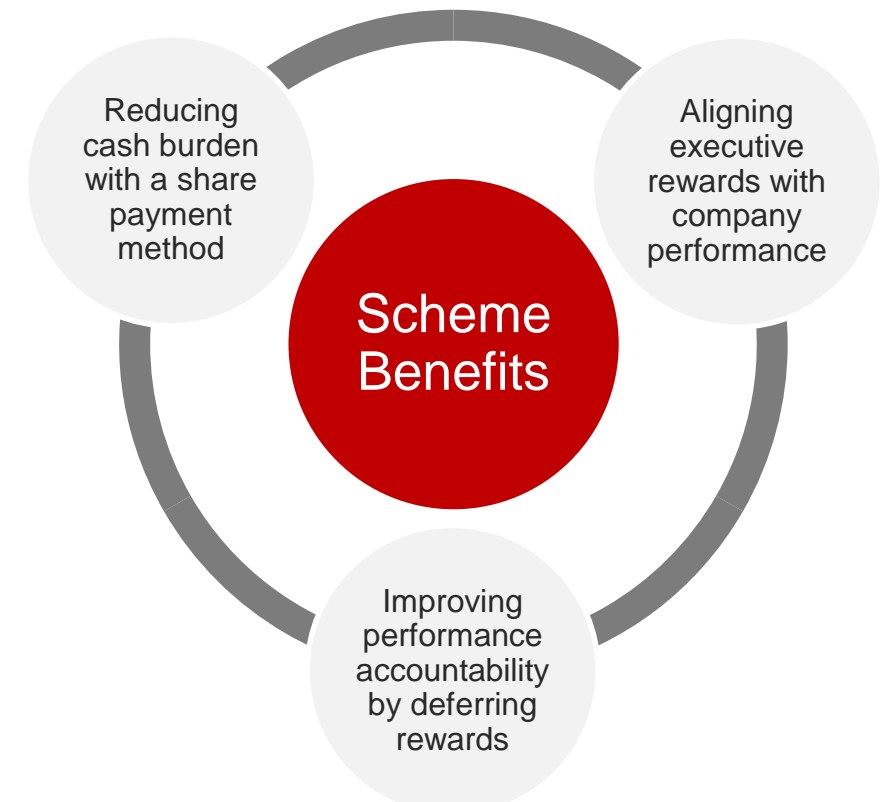
Alignment to market

- Plan should be competitive and aligned to leading market practices

Ease of communication

- Plan computation, communication and management should be transparent and driven by a defined process

Batelco has appointed an independent Trustee to ensure delivery of these benefits:





Thank you