Increment and bonus forecast for 2014

Non-executives Executives 2013 2013 6.31% 6.78% 2014 2014 5.65% 5.63%

2013 2013 2.05% 2.26% 2014 2014

SONOS 2.13% 2.21% Source: Malaysian Employers Federation

(MEF) Salary Survey For Non-executives and Executives 2013