



**ECONPILE HOLDINGS BERHAD
(1017164-M)**

REMUNERATION POLICY

1. INTRODUCTION

The Remuneration Policy sets out remuneration principles and guidelines for members of the Board of Directors (comprising Executive Directors and Non-Executive Directors) of Econpile Holdings Berhad (“the Company”) and Senior Management of the Company.

The Remuneration Policy is aimed at being competitive but not excessive. It is built upon the principles of providing market-competitive remuneration package that support the achievement of strategic business goals of the Company.

2. OBJECTIVE

The overall objective of the Remuneration Policy is to attract, motivate and retain qualified members of the Board of Directors and the Senior Management and to provide the framework for remuneration paid to members of the Board of Directors and the Executive Management of the Company.

3. REMUNERATION COMPONENTS

3.1 Executive Directors and Senior Management

The remuneration structure is designed to ensure there is an appropriate balance of fixed and variable awards, that take into account both individual and corporate performance.

(a) Base Salary (fixed component)

Base salary is determined based on a number of factors, including (but not limited to): an individual’s experience in the role and scope of responsibility,

internal relativities and relevant market data.

(b) Performance Bonus (variable component)

The level of performance bonus for each individual is based on overall group performance as well as personal performance.

(c) Other Benefits (variable component)

This may include personal motor vehicle, medical insurance, retirement benefits and other emoluments and benefits comparable to market practice.

3.2 Non-Executive Directors

The main components of remuneration are director's fees and meeting allowances. The directors' fees shall be in line with market practice taking into account factors including the responsibilities taken on by the directors, time commitment required to fulfill their role and the variable workload associated with their memberships at the Board committees.

The remuneration of Non-Executive Directors is subject to the approval of shareholders at a general meeting.

4. RESPONSIBILITIES

The Remuneration Committee is delegated with the overall responsibility for implementation, monitoring and periodic review of this Policy.

5. ADOPTION AND REVIEW OF POLICY

The Policy was adopted by the Board on 29 August 2018 and is published on the Company's website at www.econpile.com.