



**ECONPILE HOLDINGS BERHAD  
(201201032676) (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. “Senior Management” refers to Key Senior Management as disclosed in the annual report 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 included but not limited to managing material sustainability risks and opportunities 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**

5.1 The Remuneration Policy will be reviewed as and when required and updated in accordance with the needs of the Company and any new regulations. Any revision or amendment to this Policy, as proposed by the Remuneration Committee or any third party, shall first be presented to the Board for its approval.

5.2 Upon the Board's approval, the said revision or amendment shall form part of this Policy and this Policy shall be considered duly revised or amended.

The Policy is published on the Company's website at [www.econpile.com](http://www.econpile.com).

This Policy was reviewed and approved by the Board on 25 May 2022.