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## REMUNERATION POLICY

REMUNERATION POLICY		
Prepared By:	Effective Date:	Version Number: 1.0
Management	1 November 2022	
Approved By:	Revision Date:	
Board of directors		

## REMUNERATION POLICY

### 1. Objectives

The objective of this Policy is to assist Ecomate Holdings Berhad (“Ecomate”) Group in attracting, retaining and motivating its directors in pursuing and drive the Company’s long term goals and ensuring business sustainability and growth.

The Board of Directors, on the recommendation of the Remuneration Committee, shall approve the Ecomate’s remuneration policy. The Remuneration Committee recommends to the Board the remuneration packages of Executive and Non-Executive Directors and it is the responsibility of the Board as a whole to approve the remuneration packages, except that Director’s Fees shall be approved by the shareholders at general meetings.

No Director shall participate or vote on the deliberations and decisions concerning his or her own remuneration.

### 2. Policy and Procedures

The Remuneration Committee is responsible for developing the remuneration policy and determining the remuneration of the Directors. However, it is the ultimate responsibility of the Board to approve the remuneration of these Directors.

The Directors are offered an appropriate level of remuneration which reflects the level of risks, responsibilities, experiences as well as the performance of the Company undertaken by the individual Director concerned.

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### **3. Executive Directors**

The remuneration of the Managing Director and Executive Director(s) comprises basic salaries, annual bonus & etc. and are set according to:

- the nature of job of the position including responsibility and complexity of each individual;
- the performance, contribution and commitment devoted to the company; and
- market and industry's rate.

In formulating the remuneration levels, the Committee shall consider the assessment on the performance of the Managing Director and the Executive Director(s) against such targets as well as benchmarking to market rate for benefits-in-kind, annual increment and bonus. The performance measures may derive from a mix of financial and strategic measures. Financial measures may include profitability of the Company. Strategic measures may include but not limited to competitive performance metrics such as enhancement of shareholder value or market share.

Remuneration of the Managing Director and Executive Director(s) shall be structured to link rewards to corporate and individual performance and shall take into consideration remuneration paid to directors of other similar companies, whether in size and/or industry, the individual's performance and responsibility, market competitiveness as well as Group's overall performance.

### **4. Non-Executive Director**

The remuneration of the Non-Executive Directors consists of directors' fees. The level of remuneration for the Non-Executive Directors shall reflect the experiences, level of responsibilities and time commitment undertaken by the Non-Executive Directors concerned. Remuneration for the services of Non-Executive Directors shall be aligned with market terms, taking into consideration remuneration paid to directors of other similar companies, whether in size and/or industry, the individual's performance and responsibility, market competitiveness as well as Ecomate's overall performance. The Non-Executive Directors shall abstain from voting on their own remuneration.

### **5. Review of Policy**

The Remuneration Policy should conduct a periodical reviewed and amended in accordance with the needs of Remuneration Committee and approved by the Board of Directors the reflect the current best practices.

The Policy shall be made available on the Company's website.