

ECOBUILT HOLDINGS BERHAD
(200301033338) (635759-U)
(Incorporated in Malaysia)

REMUNERATION POLICY

1. INTRODUCTION

Ecobuilt Holdings Berhad (“the Company”) acknowledges the level and composition of remuneration of Directors and senior management taking into account the Company’s desire to attract and retain the right talent in the Board and senior management to drive the Company’s long-term objectives.

2. OBJECTIVES

To ensure that the Directors and senior management are offered an appropriate level of remuneration which is comparable with market rate and is in line with the Company’s business strategy and long-term objectives.

3. REMUNERATION STRUCTURE

A. Executive Directors and Senior Management

- (a) Base Salary;
 - 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 rate.
- (b) Performance Bonus;
 - The level of performance bonus for each individual is based on overall Group performance as well as personal performance.
- (c) Other Benefits
 - This may include personal motor vehicle, medical insurance, retirement benefits and other emoluments and benefits comparable to market practice.
- (d) Such other incentives as may be determined from time to time.

The salary and remuneration package for Executive Directors and Senior Management is reviewed by the Remuneration Committee and be recommended to the Board for approval.

B. Non-Executive Directors

- (a) Directors’ fees;
 - In line with market practice taking into account factors including the responsibilities taken on by the Directors, time commitments required to fulfil their role and the variable workload associated with their memberships at the Board committees.
- (b) Meeting allowance;
- (c) Directors and Officers Liability Insurance; and
- (d) Such other incentives as may be determined from time to time.

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

4. REVIEW OF THE POLICY

The Remuneration Committee shall review or, if necessary, further develop this Policy from time to time to ensure that it is in line with current market practices and requirements of the Malaysian Code on Corporate Governance.

Any amendments to this Policy shall be subject to the Board's approval.