



ECM LIBRA FINANCIAL GROUP BERHAD (713570-K)

**REMUNERATION POLICY FOR DIRECTORS
AND SENIOR MANAGEMENT STAFF**

**ECM LIBRA FINANCIAL GROUP BERHAD
REMUNERATION POLICY FOR DIRECTORS AND SENIOR MANAGEMENT
STAFF**

1. INTRODUCTION

The Remuneration Policy for Directors and Senior Management Staff (öPolicyö) outlines the remuneration guidelines and procedures to determine the remuneration of the Directors and senior management staff of ECM Libra Financial Group Berhad (öECMLFGö or öCompanyö) and its subsidiaries (collectively referred to öGroupö).

2. REMUNERATION COMMITTEE

The Board Remuneration Committee (öBRCö) is responsible for assessing and recommending to the Board of Directors of ECMLFG (öBoardö) the remuneration of Directors and senior management staff, and the payment of performance bonus and salary increments for employees of the Group. The Directors abstain in the discussion and voting on decisions regarding their own remuneration.

3. OBJECTIVES

This Policy is designed with the aim to support the Company's key strategies and create a strong performance-orientated environment, and be able to attract, motivate and retain talent, and to align interests of the Directors with the long term interest of the shareholders.

4. EXECUTIVE DIRECTORS AND SENIOR MANAGEMENT STAFF

ECMLFG has an established framework that entails annual performance review against Key Performance Indicator (KPI) to evaluate performance and determine reward for executive Directors (öEDsö) and senior management staff. Remuneration packages for the EDs and senior management staff are formulated to be competitive, with emphasis being placed on performance of the Group as well as the individual, experience and scope of responsibilities and aims to attract, motivate and retain the right staff to manage the Group.

The remuneration of EDs and senior management staff can be made up of basic salaries, defined contribution plan, monetary incentives, and fringe benefits. Salaries for EDs and senior management staff may consist of both fixed (i.e. base salary) and variable (performance-based incentive) remuneration components.

The Board shall determine the remuneration of EDs and senior management staff taking into consideration the recommendation of the BRC.

5. NON-EXECUTIVE DIRECTORS

For non-executive Directors (NEDs), the level of remuneration shall commensurate with the experience and level of responsibilities undertaken by them. The remuneration of NEDs comprises annual Directors' fees, an allowance of RM1,000 for every Board and Board Committee meeting attended, medical coverage and other benefits. The remuneration of NEDs shall not be based on commission, the percentage of profits, or turnover. NEDs may be reimbursed expenses they incurred, if any, in the course of performing their services. Any fee paid by the Group to an alternate Director shall be deducted from the remuneration of the non-executive Director who appointed the alternate Director.

The remuneration of NEDs shall be reviewed annually by the BRC and the Board and subject to approval of shareholders at the annual general meeting. The BRC and the Board shall ensure that the remuneration is fair and reasonable compared to other companies in the relevant market and industry.

6. MONITORING AND REPORTING

The disclosure of Directors' remuneration in the Annual Report shall be made in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

7. REVIEW AND UPDATING OF THE POLICY

The BRC shall review this policy periodically and update this Policy whenever necessary to ensure that it continues to remain appropriate and fit for its purpose.

8. REVISION TO THE POLICY

Any revision to the Policy shall be deliberated by the BRC, and any recommendation for revisions shall be presented to the Board for approval. A copy of the latest Policy shall be made available on the website of the Company.