

# EMPG GROUP BERHAD

[Registration No. 202201023693 (1469390-M)]  
(Incorporated in Malaysia)

## REMUNERATION POLICY

### 1) Introduction

Practice 7.1 of the Malaysian Code on Corporate Governance (“MCCG”) stipulates that the Board should have in place remuneration policies and procedures to determine the remuneration of Directors and key senior management, which takes into account the demands, complexities and performance of EMPG Group Berhad (“EMPG” or “Company”) and its subsidiaries (collectively known as the “Group”) as well as skills and experience required.

The principal of the Remuneration Policy (“Policy”) is to ensure the remuneration commensurate with the relevant experience and expertise, reflecting the level of responsibilities undertaken and contributions made by the respective Director and key senior management in order to manage the business effectively.

The Remuneration Committee (“RC”) is empowered to make quantitative and qualitative performance assessments to reach its recommendations. The RC is also responsible for providing appropriate disclosure of the use of its discretion, if required, so that shareholders can understand the basis of its recommendation.

### 2) Scope

The Policy applies to Executive Directors, Non-Executive Directors and key senior management of the Company.

### 3) Responsibility

- (i) The remuneration of all Directors and key senior management is set by the Board based on the recommendation of the RC.
- (ii) The RC is empowered to make quantitative and qualitative performance assessments to reach its recommendations. The RC is also responsible for providing appropriate disclosure of the use of its discretion, if required, so that shareholders can understand the basis of its recommendation.
- (iii) Each Director shall abstain from deliberations and voting on decisions with respect to his individual remuneration.

### 4) Remuneration Policy & Procedures

#### 4.1 For Executive Directors (“ED”) and key senior management

The remuneration of an ED and key senior management includes salary, bonus and benefits in-kind.

##### (a) Salary

The salary is determined according to the following: -

- the scope of the duties and responsibilities;
- the conditions and experiences required;

- the ethical values, internal balances and strategic targets of the Group;
- corporate and individual performance; and
- current market rate within the industry and in comparable companies.

**(b) Bonus**

The bonus is granted to reflect the ED's and key senior management's performance as well as the Group's results. A discretionary assessment is made to ensure that all factors, which include measurable and not directly measurable, are considered.

**(c) Benefits in-kind**

The Company may provide competitive benefits to the ED and key senior management in and about the business of the Company, such as allowances, a fully expensed car or cash alternative in lieu of car, company driver, fuel expenses, private medical insurance, and any other short-term and/or long-term incentive plans.

The RC and **Managing Director/Chief Executive Officer** shall review the performances of the ED and key senior management annually based on their responsibilities and contributions.

The RC is responsible for recommending the respective ED's and key senior management's remuneration packages to the Board for their consideration and approval. The Board will then recommend the Directors' fees and other benefits payable to EDs on a yearly basis to the shareholders for approval at the Annual General Meeting of the Company following Section 230(1) of the Companies Act, 2016.

The respective ED shall abstain from deliberations and voting on decisions with respect to his own remuneration package.

**4.2 For Non-Executive Directors ("NED")**

The remuneration of the NED is made up of fees and other benefits in-kind such as meeting allowances, if any, as compensation for the services plus the reimbursement of expenses incurred, if any, in the course of performing his services.

The remuneration of a NED commensurate with his contribution and level of responsibilities but shall not include commission, percentage of profits, or turnover.

The RC is responsible for reviewing the NED's remuneration package annually and recommend to the Board for their consideration and adoption. The Board will then recommend the Directors' fees and other benefits payable to NEDs on a yearly basis to the shareholders for their approval at the Annual General Meeting of the Company following Section 230(1) of the Companies Act, 2016.

The respective Director shall abstain from deliberations and voting on decisions with respect to his own remuneration package.

#### **4.3 Disclosure**

The detailed disclosure of Directors' remuneration shall be made available via the corporate governance statement of the Company's Annual Report. Such report shall include details of the Directors' remuneration in accordance with the Listing Requirements of Bursa Malaysia Securities Berhad.

In accordance with the MCCG, it's also encouraged that disclosure is made on a named basis on the top five key senior management's remuneration component including salary, bonus, benefits in-kind and other emoluments in bands of RM50,000.

#### **4.4 Review of This Policy**

The RC shall periodically review this Policy to align with the current market practices and requirements of the MCCG and any other new requirements. All revisions or amendments to this Policy, as recommended by the RC, shall be submitted to the Board for consideration and approval.

The Policy has been adopted by the Board on 14 October 2025.