

# Meta Bright Group Berhad

(formerly known as Eastland Equity Bhd.)

## Board Remuneration Policy And Procedure

Fair and competitive remuneration is critical for the Board to retain, attract and motivate its members and senior management to perform.

The Remuneration Committee is delegated with the responsibility to recommend to the Board the remuneration packages of the Board and senior management in all its forms.

The Board as a whole should determine remuneration of directors and senior management, and the directors or senior management concerned should abstain from discussion and decision of their remuneration.

The remuneration of the Board members and Senior Management (who holds the highest level of management responsibility and decision-making authority within Meta Bright Group) shall be disclosed in the annual report according to the Malaysian Code on Corporate Governance practices.

When evaluating the remunerations of the Executive Directors and senior management, the Remuneration Committee shall review the result of the performance appraisal conducted and reported by the Nominating Committee vis-à-vis the following factors of consideration:

- the complexity of the Group's business;
- the business strategy and long-term objectives of the Group;
- their performance in managing material sustainability risks and opportunities; and
- the Group's operating results and comparable remuneration from the similar industry.

The remuneration and incentives for Independent Directors shall not be subject to the financial performance of the Group or entitle them to any bonus or equity schemes to prevent potential conflict with their obligation to bring objectivity and independent judgment on matters discussed at board meetings.

This remuneration policy shall be periodically reviewed and made available on the Company's website.