

## **SENIOR MANAGEMENT’S REMUNERATION POLICY**

### **1.0 OBJECTIVES OF THIS POLICY**

The objectives of the Senior Management’s Remuneration Policy (“this Policy”) is to maintain fair and competitive packages for the Senior Management (“Senior Managers”) of Agricore CS Holdings Berhad (“Agricore” or “the Company”) and its subsidiaries (“Group”) based on business needs and industry practice. It is aimed at motivating the Senior Managers to drive and achieve the long-term objectives of the Agricore Group.

### **2.0 SCOPE OF THIS POLICY**

This Policy applies to the Senior Management of the Company and Group. For the purpose of this Policy, Senior Management of the Group comprise of Chief Executive Officer, Chief Operating Officer, Chief Financial Officer and C-suite level officers.

### **3.0 COMPONENTS OF REMUNERATION OF SENIOR MANAGEMENT**

Senior Managers are paid the following remuneration:

Remuneration Components	Operation
Cash and Allowances	Senior Managers are getting 13-month basic salary, a company car with fuel or a fixed amount of car allowance according to Job Grade.
Short Term Incentive	Senior Managers are paid a variable bonus based on the Group’s performance for the financial year and their respective Performance Appraisal.
Benefits	Senior Managers are entitled for paid leaves (Annual/ Medical/ Hospitalisation/ Compassionate), outpatient/ specialist, Group Insurance (Term Life and Hospitalisation & Surgical) and Mobile Phone subsidy.

### **4.0 BASIS OF REMUNERATION OF SENIOR MANAGEMENT**

Remuneration of Senior Management are based on the demands, complexities and performance of the Company and also their seniority, role and responsibilities in the Company.

### **5.0 REVIEW OF REMUNERATION OF SENIOR MANAGEMENT**

Annual salary review of the Senior Management shall be proposed by the CEO and/or Executive Directors presented to the Remuneration Committee for approval. The competitiveness of total remuneration is benchmarked against companies in the industrial products and services after having considered the Company’s performance and performance appraisal taking into consideration addressing material sustainability risks and opportunities.

### **6.0 REVIEW OF THIS POLICY**

Remuneration Committee shall review this Policy periodically and as and when required in the light of new industry practices and competitiveness.

**AGRICORE CS HOLDINGS BERHAD**  
Registration No. 202301018008 (1511930-P)  
(Incorporated in Malaysia)

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**7.0 DISCLOSURE OF THIS POLICY**

The Board of Directors will make appropriate disclosure in the Company's annual report of the key aspects of this Policy in line with the Malaysian Code on Corporate Governance.

The Senior Management's Remuneration Policy has been adopted by the Board on 19 September 2023