



Board Remuneration Policy

Our Commitment:

Equity Group Holdings PLC (EGH) ensures that our Executive Directors and the Non-Executive Directors are fairly and transparently compensated to attract and retain talented individuals who guide our Group's long-term success.

Who This Policy Covers:

- Applies to Executive and Non-Executive Directors of EGH and its subsidiaries, adapted to local laws where necessary.

How We Compensate Directors:

- **Executive Directors:** Compensated according to their employment contracts for their management roles and the existing employment policies applicable from time to time.
- **Non-Executive Directors:** compensated through fees and allowances only, comprised as follows:
 - **Chairperson's Retainer:** A monthly fee for leadership and strategic oversight, reflecting the entity's complexity and responsibilities.
 - **Board and Committee Meeting Fees:** Fees for attending Board meetings, Committee meetings, and events such as Annual General Meetings or Board trainings.
 - **Travel Allowances:** Per diem for out-of-station duties and reimbursement for reasonable expenses (e.g., travel, accommodation).
- **Exclusions:** Non-Executive Directors do not receive pensions, bonuses, or share options to maintain their independence to preserve the independence and objectivity of the Board and aligns with established corporate governance best practices
- Payments are subject to applicable taxes and paid to Directors' Equity Bank accounts.

Our Principles:

- Compensation reflects time commitment, responsibilities, and governance duties.
- Levels are reasonable to maintain Director independence.
- Shareholders approve remuneration annually at the Annual General Meeting.
- Details are disclosed in our Annual Report, as required by law.

Why It Matters:

- Fair pay ensures we attract skilled Directors to drive our vision.
- Transparency builds trust with shareholders and stakeholders.

Any inquiries regarding Board remuneration should be directed to the Company Secretary through the contact channels provided on our website <https://equitygroupholdings.com/>