SUPERCOMNET TECHNOLOGIES BERHAD [199001005958 (197527-H)]
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REMUNERATION COMMITTEE

Composition

Wholly / mainly of Non-executive Director.

Functions

- To establish and recommend to the Board the remuneration policy for, including the establishment of a formal and transparent methodology in determining the remuneration of, Executive Directors, Non-executive Directors and Senior Management and to review changes to the policy and methodology as necessary.
- To review the existing level of remuneration of Executive Directors and to recommend them remuneration to the Board based on the Company's and their individual performance to ensure they commensurate with the scope of responsibilities held.
- To ensure the level of remuneration for Non-executive Directors and Independent Directors are linked to their level of responsibilities undertaken and contribution to the effective functioning of the Board.
- To review and recommend to the Board the service contract of Executive Directors and Managing Director, including their remuneration package for market comparability.
- To consider and approve compensation commitments/severance payments for executive directors in the event of early termination of the employment/service contract.
- To establish and recommend the remuneration structure and policy for senior management and to review changes to the policy, as necessary.

Frequency of Meeting

- At least once a year.

Review and updated by the Board on November 20, 2026.