SUPERCOMNET TECHNOLOGIES BERHAD [199001005958 (197527-H)]

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REMUNERATION POLICIES AND PROCEDURES

1. Introduction and Objectives

a) This Remuneration Policy and Procedures applies to the Directors including Executive Directors (ED), Non-Executive Directors (NED) and Senior Management (SrMgmt) of Supercomnet Technologies Berhad ("STB" or the "Company") only.

b) The Board of Directors ("the Board") of STB should ensure transparent remuneration policies and procedures

c) This Policy ensures ED, NED and senior management are offered an appropriate level of remuneration and other benefits to attract, motivate and retain high calibre ED, NED and SrMgmt.

2. Policies

a) Salaries, monetary incentive and fringe benefit – ED and SrMgmt are entitled and are set at a competitive level for similar roles within comparable markets, reflect the performance, skills and experience as well as responsibility undertaken by the ED and SrMgmt.

b) Benefits-in-kind – ED and SrMgmt of the Group are entitled to benefits-in-kind provided by the Group.

c) Directors' Fees – ED and NED are entitled to a fixed fee and are subject to approval by its shareholders at the AGM.

d) Meeting Allowance – Only ED and NED are entitled to a fixed amount of allowance paid in accordance with the number of meetings attended during the year.

e) The RC may obtain independent professional advice in formulating the remuneration package of the ED and NED.

3. Procedures

a) Directors' fees and benefits payable to the ED and NED have been reviewed by the Remuneration Committee and the Board, thereafter, recommends to the shareholders for approval in the annual general meeting in accordance with Section 230(1)(b) of the Companies Act 2016.

b) The Remuneration Committee and the Board will meet at least once in a financial year to formulate and review the remuneration policy and remuneration of members of the Board and Board Committee.

4. Review of the policies

The Board will review the Policies periodically to ensure that it continues to remain relevant and appropriate.

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