

**Superlon Holdings Berhad**  
**(Registration No. 200601020659 (740412-X))**

**DIRECTORS' REMUNERATION POLICY**

**1. Introduction**

This policy sets out the criteria to be used in recommending the remuneration package of Directors of the Company and the subsidiaries within the Superlon Group of Companies ("the Group").

**2. Objectives**

**2.1.** This policy is designed to:

**2.1.1.** Determine the level of remuneration package of Executive Directors and senior management of the Group;

**2.1.2.** Attract, retain and incentivise Directors with a competitive remuneration package;

**2.1.3.** Provide a remuneration such that the Directors are paid a remuneration that commensurate with the responsibilities of their position, reflecting their contributions for the year;

**2.1.4.** Ensure alignment of remuneration to corporate performance, business strategies and long-term objectives of the Group and enhance value creation for the Group and its shareholders; and

**2.1.5.** Ensure the level of remuneration of Non-Executive Directors are linked to their level of responsibilities undertaken and contributions to the Board.

**3. Remuneration Components**

**3.1.** On an annual basis, the Remuneration Committee ("RC") recommends the remuneration packages of Executive Directors to the Board.

It is the responsibility of the Board as a whole to approve the remuneration packages of the Executive Directors and Non-Executive Directors.

The Director's fees shall be approved by the shareholders at Annual General Meeting ("AGM") of the Company in accordance with Section 230 (1) of the Companies Act, 2016.

**Superlon Holdings Berhad**  
**(Registration No. 200601020659 (740412-X))**

**DIRECTORS' REMUNERATION POLICY**

**3.2.** Fixed Remuneration for Executive Directors and Senior management

**3.2.1.** The fixed salary and incentive plans are determined according to:

- The scope of duties and responsibilities;
- The level of skill and experience;
- The corporate and individual performance;
- Current market rate within the industry and in comparable companies; and
- The scale and complexity of both the business and the role.

Elements of remuneration are as follows:

- i. Monthly Base Salary;
- ii. Short-Term and/or Long-Term Incentive Plans which are designed to align reward with performance;
- iii. Statutory and Regulatory Contributions;
- iv. Additional/Other Allowances; and
- v. Benefits-in-Kind.

**3.3.** Fixed Fee for Non-Executive Directors payable

The fixed fee for Non-Executive Directors is determined according to:

- On par with the rest of the market;
- Reflect the experience, qualifications and contribution required in view of the Group's complexity;
- The extent of the duties and responsibilities; and
- The number of Board meetings or time commitment.

**3.4.** Where Alternate Directors are appointed, any fee paid by the Company to the Alternate Directors shall be deducted from the Appointing Director's remuneration.

**3.5.** Other Benefits and Allowances

The benefits and allowances which should be decided by the Board as a whole may include but is not limited to:

- Meeting attendance - for the purpose of attending Board, Committee Meetings and/or other relevant meetings.

**Superlon Holdings Berhad**  
**(Registration No. 200601020659 (740412-X))**

**DIRECTORS' REMUNERATION POLICY**

**4. Monitoring**

No director, whether executive or non-executive, will be involved in deciding his/her own remuneration.

**5. Periodic Review and Disclosure**

This Policy shall be reviewed periodically by the RC to assess its effectiveness and will be amended as appropriate to align with the current market practices and requirements of the Malaysian Code on Corporate Governance and any other new requirements. Amendment to this policy must be tabled to the Board for approval.

This policy is approved by the Board on 16 August 2022.