



**PANTECH GLOBAL**  
**PANTECH GLOBAL BERHAD**

Registration No. 202401009555 (1555405-U)  
(Incorporated in Malaysia)

**DIRECTORS' REMUNERATION POLICY**

## **1.0 INTRODUCTION**

This Remuneration Policy ("**Policy**") sets out the criteria to be used in recommending remuneration package of the Board of Directors ("**Board**") Pantech Global Berhad ("**Pantech Global**" or "**Company**"). This Policy is aligned with the best practices recommended under the Malaysian Code on Corporate Governance. This Policy aims to support the corporate strategies and visions of the Company whilst it strives to provide adequate motivation for individual Directors of the Company to pursue the long-term growth and success of the Company.

## **2.0 SCOPE**

This Policy shall apply to all the Directors of the Company.

## **3.0 OBJECTIVES**

This Policy is designed to:

- (a) set out the remuneration principles and guidelines for the Board and Remuneration Committee ("**RC**") to determine the remuneration of Directors of the Company, which takes into account of their respective level of competencies, scope of work and responsibilities undertaken;
- (b) attract, develop and retain high performing Directors; and
- (c) encourage value creation for the Company and its stakeholders.

## **4.0 REMUNERATION COMPONENTS**

### **4.1 Fixed Remuneration for Executive Directors**

The Executive Directors receive monthly fixed salaries. The fixed salary is determined based on the following:

- (a) their executive position and function;
- (b) their scope of the duty and responsibilities;
- (c) their level of competencies; and
- (d) prevailing market trend for comparable position within the industry and in comparable companies.

### **4.2 Bonuses for Executive Directors**

The bonuses for Executives Directors are designed to reward outstanding performance. The bonuses are granted to reflect:

- (a) individual Executive Directors' performance associated with their scope of work within the Company and/or its subsidiaries/departments/divisions;
- (b) the annual performance of the Company and Group; and
- (c) a discretionary assessment is also made to consider other relevant factors that are measurable and not directly measurable.

### **4.3 Statutory Contribution**

Statutory contribution such as the Employees Provident Funds ("**EPF**") are paid in relation to fixed salaries and bonuses of the Directors in accordance with the EPF Act, 1991.

### **4.4 Fixed Fee for Non-Executive Directors**

The fixed fees for Non-Executive Directors are determined based on:

- (a) comparable market rate;
- (b) qualifications and contribution required in view of the Group's complexity;
- (c) the extent of the duty and responsibilities undertaken according to requirements by relevant regulators;
- (d) the number of Chairmanship held in respect of the Board and Board Committee; and
- (e) the number of memberships in Board Committee.

**4.5     Other Personal Benefits and Allowances**

The Executive Directors are entitled the following benefits:

- (a)    company car comes with and personal driver and petrol;
- (b)    medical benefits;
- (c)    personal accidents insurance coverage; and
- (d)    company cell phone.

The Non-Executive Directors are entitled to daily meeting allowances which are determined based on the number of days attended.

All the Directors are covered by the Company's Directors and Officers Liability insurance.

**5.0     ROLES AND RESPONSIBILITIES**

The RC shall review and recommend to the Board the remuneration for both Executive and Non-Executive Directors. Directors should refrain from discussion of their own remuneration during deliberation. Based on recommendations from the RC, the Board as a whole shall review and recommend the remuneration of the Non-Executive Directors to shareholders for approval at a general meeting.

**6.0     PERIODIC REVIEW AND DISCLOSURE**

The Board, through its RC, shall review this Policy at least once every two years. The RC promptly communicate any proposed amendments to this Policy to all Directors and the amendments must be approved by the Board.

**7.0     ADMINISTRATION**

The RC is responsible for the administration, revision, interpretation, and application of this Policy.

This Policy was adopted by the Board on 12 December 2024.