



**TASCO BERHAD**  
**Registration No. 197401003124 (20218-T)**  
(Incorporated in Malaysia)

**REMUNERATION POLICY FOR BOARD MEMBERS  
AND KEY SENIOR MANAGEMENT**

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The Remuneration Policy is to establish a formal and transparent procedure for developing the structure for the remuneration package of Directors and Key Senior Management. The Company aims to maintain a competitive remuneration package that will attract, retain and motivate a high quality Board and Key Senior Management to achieve Company's business objectives and at the same time aligned with shareholders' interests.

1. Remuneration of Executive Directors

The remuneration of Executive Directors is determined on the basis of responsibilities shouldered by the individual, complexity, skills, experience required and other market conditions with reference to the terms and conditions of the employment.

The remuneration of the Executive Directors shall be proposed by Remuneration Committee for the consideration and approval of the Board.

Increment and Bonus

The Executive Directors shall be entitled to increment and participate in the Company's annual cash bonus. The criteria and quantum of increment and bonus shall be proposed by the Management to the Remuneration Committee for the consideration and to be approved by the Board.

Other benefits

Executive Directors shall also be entitled to other benefits provided to employee of the Company and other additional benefits if so proposed by the Remuneration Committee for the consideration and approval of the Board.

2. Remuneration for Non-Executive Directors

The remuneration for the Non-Executive Directors reflects the experiences, level of responsibilities and time commitment taken by them.

The remuneration of non-executive directors comprises the following :

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| Director's Fee    | Non-executive directors shall receive a fixed fee. The fee is to be determined and recommended by the Board for the approval of shareholders.                                    |
| Meeting Allowance | Non-executive directors of the Company shall receive meeting allowance for attending Board and Board Committee meetings. The meeting allowance is to be determined by the Board. |
| Other benefits    | Non-executive directors of the Company shall be entitled to other benefits if so proposed and approved by the Board.   |

The Company ensures that the remuneration and incentives for Independent Directors do not conflict with their obligation to bring objectivity and independent judgement on matters discussed at board meetings.

3. Extra Services/Special Exertions

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The Directors may be remunerated by a fixed sum (for non executive director) or by a percentage of profits (for executive directors) or otherwise as may be determined by the Board for the performance of extra services or to make any special exertions in going or residing away from his usual place of business or residence for any purpose of the Company or giving special attention to the business of the Company. Such remuneration may be provided either in addition to, or in substitution for sdirector's share of remuneration from time to time. The proposed remuneration shall be recommended by the Remuneration Committee for the Board's consideration and approval.

4. Remuneration of Key Senior Management

The remuneration of the Key Senior Management shall be proposed by the Executive Committee for the consideration and approval of the Board.

Increment and Bonus

The Key Senior Management shall be entitled to increment and participate in the Company's annual cash bonus. The criteria and quantum of the increment and bonus shall be fixed by the Board based on the performance of the Company.

Other benefits

Key Senior Management shall also be entitled to other benefits provided to employee of the Company and other additional benefits if so proposed by the Executive Committee for the consideration and approval of the Board.

5. Benchmarking

The Company endeavours to obtain up-to-date information of the prevailing pay pattern and situations in the market. The remuneration packages of companies which are comparable to the Company will be used as a benchmark to ensure that the remuneration packages offered to Directors and Key Senior Management remain appropriate and competitive.

6. Confidentiality

It is the Company's policy that the remuneration information is strictly confidential and restricted only to authorised personnel of the Company.

7. Review of Policy

The Remuneration Policy for Directors and Key Senior Management will be periodically reviewed and updated in accordance with the needs of the Company and any new regulations.

Reviewed On : 29 July 2025