



**SIN HENG CHAN (MALAYA) BERHAD**  
(Registration No.: 196201000185 (4690-V))

**REMUNERATION POLICY**



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## **REMUNERATION POLICY**

### **1. OBJECTIVE**

The Remuneration Policy (“the Policy”) is to set an appropriate level of remuneration that allows Sin Heng Chan (Malaya) Berhad (“SHCMB” or “the Company”) to attract, motivate, retain and reward talented and well-qualified Directors and Key Senior Management to pursue the long-term growth objectives of the Company.

### **2. SCOPE**

This Policy applies to Directors and Key Senior Management of the Company.

### **3. REMUNERATION FOR NON-EXECUTIVE DIRECTORS (“NEDs”)**

The remuneration of NEDs comprises Directors’ fees, benefits-in-kind (such as meeting allowance and travelling allowance), and other emoluments as compensation for their services plus the reimbursement of expenses incurred, if any, in the course of performing their services. Additional allowance is payable for acting as Chairman of the Board/Board Committees to reflect the complexity and amount of preparation required in attending the meeting.

The level of remuneration for NEDs shall reflect the experience and level of responsibilities undertaken by the NEDs concerned. The remuneration of a NEDs shall not be based on commission, the percentage of profits, or turnover of the Company.

The remuneration packages of NEDs are reviewed by the Remuneration Committee (“RC”) annually and thereafter recommend to the Board for their consideration with the Director concerned abstaining from deliberations and voting on decision in respect of his/her individual remuneration package. The Board will then recommend the payment of the Directors’ fees and other benefits payable to Non-Executive Directors to the shareholders for approval in accordance with the Companies Act 2016, Main Market Listing Requirements of Bursa Malaysia Securities Berhad and the Company’s Constitution.



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#### **4. REMUNERATION FOR EXECUTIVE DIRECTORS (“EDs”) AND KEY SENIOR MANAGEMENT**

The remuneration components of EDs and Key Senior Management shall consist of basic salary, performance based bonus, benefits-in-kind and other incentives (where applicable). The remuneration of EDs and Key Senior Management is determined at a level which enables the Company to attract, develop and retain high performing and talented individual with the relevant experience, level of expertise, level of responsibilities and is structured so as to link reward to individual and corporate performance. The remuneration of EDs and Key Senior Management shall not include a commission on or percentage of turnover.

The performance of the Key Senior Management who report to the Managing Director are evaluated annually by the Managing Director against the set targets in order to determine the recommendation on their remuneration levels.

The remuneration of EDs is set by the Board based on the recommendation from the RC. The EDs concerned shall not participate in the decision of their own remuneration but may attend the Committee meetings at the invitation of the Chairman of the RC, if their presence is required.

#### **5. REVIEW OF THE POLICY**

The Policy shall be reviewed periodically by the RC as and when required, especially when there are changes to the Malaysian Code on Corporate Governance, the Listing Requirements of Bursa Malaysia Securities Berhad and any other regulatory requirements. All amendments to the Policy, as recommended by the RC, must be approved by the Board.

-----*End of Remuneration Policy*-----

Approved by the Board of Directors on 29 June 2022.

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