



Property Development

CHIN HIN GROUP PROPERTY BERHAD

[No. Syarikat: 200101017677 (553434-U)]

REMUNERATION POLICY

1. INTRODUCTION

The Board of Directors ("Board") of Chin Hin Group Property Berhad takes cognisance that a fair remuneration package is essential towards attracting, developing and retaining talented individuals in steering the Company to achieve its long-term goals and enhance shareholders' value.

This remuneration policy is set out in accordance with the Malaysian Code on Corporate Governance 2017 ("MCCG") and it is intended to provide guidance for the Board in determining the remuneration of Executive Directors and key senior management.

2. OBJECTIVE

This policy is designed to link rewards to Executive Directors and key senior management contributions in carrying out their responsibilities and fiduciary duties in steering the Company. As for the level of remuneration of Non-Executive Directors, it is linked to their level of responsibilities undertaken and contributions to the Board.

3. REMUNERATION PROCEDURES

The Remuneration Committee ("RC") is tasked to review and recommend to the Board the appropriate remuneration framework for Executive Directors and key senior management whereas the remuneration payable to Non-Executive Directors will require shareholders' approval.

The evaluation of the remuneration package is conducted annually by the RC. The directors concerned are to abstain from deliberation and voting on a decision in respect of his/her own remuneration package.

Executive Directors and key senior management

The remuneration package for Executive Directors and key senior management, comprising of basic salaries, annual bonus and benefits-in-kind which are set according to the individual performance and the financial performance of the Company. In addition, the Company will reimburse expenses incurred in the course of their duties. All expense claims must be accompanied by a legible receipt.

Non-Executive Directors

The remuneration for Non-Executive Directors consists of fixed directors' fee and meeting allowance for attending Board or Committee meetings.



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4. PERIODIC REVIEW AND DISCLOSURE

The RC should conduct a review of the Policy on an annual basis and revise it as and when appropriate, to reflect the current best practices and requirements of the MCGG and any other new requirements.

The Board should disclose this Policy in the Company's website.

This Policy is approved and adopted by the Board of Directors on 31 December 2021.