

**SYNERGY HOUSE BERHAD**



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# Synergy House Berhad Remuneration Policy and Procedures For Directors and Senior Management

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Remuneration Policy		
Prepared By: Management	Effective Date: 24 Aug 2023	Version Number:1.0
Approved By: Board of directors	Revision Date:	

**Synergy House Berhad**  
Approved by the Board of Directors on 24 Aug 2023

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# SYNERGY HOUSE BERHAD

## 1. OBJECTIVE

To structure the component parts of remuneration packages for Directors and Key Management to attract, motivate, reward and retain the right talent in pursuing and drive the Company's long-term goals and ensuring business sustainability and growth.

## 2. REMUNERATION GUIDING PRINCIPLES

Amongst others, the remuneration of Directors and Key Management will be determined taken into consideration the following criteria:

- Scope of duty, responsibilities, skills and experience required
- Company's budgets and strategic targets
- Prevailing market practice and market benchmark
- General economic situation
- Extent of contributions, effort and time spent
- Attendance at meetings and the frequency of meetings

## 3. REMUNERATION FRAMEWORK

### 3.1 INDEPENDENT NON-EXECUTIVE CHAIRMAN & DIRECTORS

The remuneration of Independent Non-Executive Chairman & Directors are made up of the following:

- a. Directors' Fees

### 3.2 NON-INDEPENDENT EXECUTIVE DIRECTORS

The remuneration of Non-Independent Executive Directors are made up of the following:

- a. Fixed Salary
- b. Performance based bonus
- c. Benefits-in-kind (such as motor vehicle, petrol allowance, provision of driver, medical coverage and provision of mobile devices)

### 3.3 KEY SENIOR MANAGEMENT

The remuneration of Key Senior Management is made up of the following:

- a. Fixed Salary
- b. Performance-Based Bonus
- c. Benefits-in-kind (such as motor vehicle, petrol allowance, provision of driver, medical coverage and provision of mobile devices)
- d. Other emolument such as reimbursement of expenses incurred, if any, in the course of performing their services

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### 4. REMUNERATION ELEMENTS

Directors' fees will be paid to the Chairman and Directors upon approval from the shareholders.

#### 4.1 DIRECTORS' FEES :

Directors	Directors' Fees (per month)
NON-EXECUTIVE CHAIRMAN	RM6,000
NON-EXECUTIVE DIRECTORS	RM5,000

### 5. REMUNERATION POLICIES AND PROCEDURES

The Remuneration Committee is responsible for developing the remuneration policy and determining the remuneration of the Directors. However, it is the ultimate responsibility of the Board to approve the remuneration of these Directors.

The Directors are offered an appropriate level of remuneration which reflects the level of risks, responsibilities, experiences as well as the performance of the Company undertaken by the individual Director concerned.

#### 5.1 NON-EXECUTIVE CHAIRMAN & DIRECTORS

The remuneration of the Non-Executive Chairman & Directors consists of directors' fees. The level of remuneration shall reflect the experiences, level of responsibilities, and time commitment undertaken by the Non-Executive Chairman & Directors concerned. Remuneration for the services shall be aligned with market terms, taking into consideration remuneration paid to directors of other similar companies, whether in size and/or industry, the individual's performance and responsibility, market competitiveness as well as Synergy House Berhad's overall performance. The Non-Executive Chairman & Directors shall abstain from voting on their own remuneration.

#### 5.2 EXECUTIVE DIRECTORS

In formulating the remuneration levels, the Committee shall consider the assessment on the performance of the Executive Directors against such targets as well as benchmarking to market rate for benefits-in-kind, annual increment and bonus. The performance measures may derive from a mix of financial and strategic measures. Financial measures may include profitability of the Company. Strategic measures may include but not limited to competitive performance metrics such as enhancement of shareholder value or market share.

Remuneration of the Executive Directors shall be structured to link rewards to corporate and performance and shall take into consideration remuneration paid to directors of other similar companies, whether in size and/or industry, the performance and responsibility, market competitiveness as well as Group's overall performance.

**6. REMUNERATION POLICY REVIEW**

The Remuneration Policy should be periodically reviewed and amended in accordance with the needs of the Remuneration Committee and approved by the Board of Directors.

**Adopted by Board on: 24 Aug 2023**