TSR CAPITAL BERHAD GROUP

Employee Property Purchase Policy

1.0 PURPOSE

This policy outlines the eligibility, terms, and procedures under which employees and directors of TSR Group may purchase properties developed by the Group at a staff discount. The policy ensures transparency, consistency, and compliance with relevant regulations, including the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

2.0 SCOPE

This policy applies to all permanent employees of TSR Capital Berhad and its subsidiaries ("the Group"), including executive and non-executive Directors.

3.0 ELIGIBILITY

Eligible purchasers must meet the following criteria:

a. Be a permanent employee or director of the Group at the time of application;

b. Have completed at least **12 months of continuous service** (waivable at Management's discretion for directors or senior appointments);

c. Not be under a performance improvement plan or disciplinary action.

4.0 PROPERTY TYPES COVERED

The policy applies to **completed or under-construction residential and commercial units** developed by the Group, subject to availability and Management's discretion.

5.0 DISCOUNT ENTITLEMENT

Eligible purchasers are entitled to a **staff discount/rebate** of up to 15% for Shop, 7% for Condominium and 4% for Bungalow, Semi-Detached House and Townhouse**,** on top of promotional rebate or discount (if any)**,** off the listed selling price.

6.0 APPROVAL PROCESS

a. All staff purchase applications must be submitted in writing to the **Human Resources Department**.

b. Applications involving **directors or major shareholders** shall be referred to the **Audit Committee** for evaluation and **Board approval**, in compliance with Paragraph 10.08 of Bursa Malaysia's Main Market Listing Requirements.

c. Upon approval, the employee or director shall sign a **Sale and Purchase Agreement (SPA)** under standard terms and conditions.

7.0 COMPLIANCE WITH BURSA MALAYSIA REQUIREMENTS

Any sale involving a **director, major shareholder, or person connected to them** will be disclosed as a **related party transaction (RPT)** and subject to the necessary announcement and/or shareholder approval thresholds in accordance with the Listing Requirements.

8.0 CONDITIONS OF SALE

Any breach of policy conditions may result in cancellation of the sale or recovery of the discount.

9.0 POLICY REVIEW

This policy shall be reviewed and may be amended by the SWC as and when it deems appropriate by the **Human Resources and Audit Committee**, and any changes must be approved by the **Board of Directors**.