Sime Darby Property's EGM

Questions received from shareholders prior to meeting

Questions & Responses

1. The Group received questions in relation to door gift from the following shareholders, as well as comments expressing appreciation for continuing to conduct the EGM in a hybrid format:

1. **Mr. Khoo Meng Cheong**
2. **Ms. Tee Beng Choo**
3. **Mr. Lee Jun Hui**

Response:

Thank you for your participation in the EGM and for your continued support.

As outlined in Item 7(xi) of the Administrative Details for the EGM, there will be no door gift for the EGM.

However, shareholders or proxies who attended the 53rd AGM (which is right before the EGM) physically will be provided with a breakfast coupon and a RM50 Jaya Grocer gift voucher. Shareholders or proxies who participated virtually will be provided with Jaya Grocer e-gift voucher of equivalent value, with the exception of those residing outside of Malaysia, who are not eligible due to geographical limitations.

The Group appreciates the effort of shareholders who attend the AGM and EGM, whether physically or virtually, and provides tokens of appreciation in recognition of participation.

Questions & Responses

2. Comment from Ms. Lim Shah Dow

Director and Employee must bring in sufficient profit then only Grant them the shares.

3. Question from Ms. Lim Jo Vie

After grant of shares to those ELIGIBLE, when can they bring in MORE PROFIT?

Response:

The Performance Share Grants vest only upon the **achievement of pre-determined performance conditions (such as profitability)**, as determined by the LTIP Committee. The vesting conditions are primarily aligned with a combination of the Group's key performance indicators, reflecting overall shareholder value creation, profitability, portfolio quality and strategic measures in line with the Group's SHIFT32 strategy.

These indicators are consistent with prevailing practices within the real estate sector and are assessed in conjunction with the Group's long-term strategic priorities and evolving market conditions to provide a holistic view of performance. The conditions may be supplemented by such other individual or Group-wide performance indicators as the LTIP Committee deems appropriate from time to time.

The performance conditions are designed to be meaningful and aligned with the long-term interests of shareholders, and market benchmarks — awards will only vest upon the achievement of the stipulated targets, ensuring that participants benefit only when sustained value is delivered to the Company and its shareholders.