



IVORY PROPERTIES GROUP BERHAD (673211-M)

REMUNERATION POLICY -Directors

Objective and Scope

This Policy is designed pursuant to the recommendations of the Malaysian Code on Corporate Governance 2017 to provide a remuneration package needed to recruit, retain and motivate individuals of the necessary caliber and quality required to manage the business of the Group.

It is intended to address the remuneration package of the Directors of Ivory Properties Group Berhad.

This Policy

- The remuneration of Executive Directors shall consist of:-
 - (i) Fixed basic salary; and
 - (ii) Emoluments and benefits-in-kind
 - Emoluments and benefits-in-kind shall comprise of bonuses, mobile phone and package, medical insurance coverage, provision for leave, statutory contributions and incentives in the form of shares/options in shares of Ivory Properties Group Berhad.
- The Non-Executive Directors will be paid a basic annual fee and meeting allowance for attending the General Meetings, Board Meetings and Committee Meetings of Ivory Properties Group Berhad, reflective of the experience and level of responsibilities undertaken by the Non-Executive Directors.
- The Directors shall be provided with a competitive remuneration package that reflects market standard and trend, sustained individual performance, competencies, contributions, experience, job responsibilities and the group's performance against financial objectives with the quantum sufficient to attract, retain and motivate Directors of the quality required to manage the businesses of the Group and to align the interest of the Directors with those of the shareholders.
- The Remuneration of the Executive Directors shall be the responsibility of the full Board after considering the recommendations of the Remuneration Committee while the remuneration of the Non-Executive Directors shall be the ultimate responsibility of the full Board.
- The Directors shall not participate in discussion on their own remuneration and shall abstain from decisions in respect of their individual remuneration.

This Policy

- The Directors' fees of Non-Executive Directors are paid annually after obtaining approval of the shareholders at general meeting.
- The Remuneration of the Executive Directors shall be reviewed annually by the Board after taking advise of the Remuneration Committee while the remuneration of the Non-Executive Directors will be reviewed annually by the Board.