

IMASPRO CORPORATION BERHAD and its subsidiaries

Remuneration Policy

IMASPRO CORPORATION BERHAD [Registration No. 200401019024 (657527-H)] REMUNERATION POLICY

1. INTRODUCTION

Imaspro Corporation Berhad and its subsidiaries (collectively referred to the “Group”) are recognises the importance of fair remuneration towards retaining and attracting the right talent. The remuneration package shall drive the Group’s long-term objectives in business stability and growth.

2. OBJECTIVE

To ensure that the directors and senior management are offered an appropriate level of remuneration which is comparable with market rate and is in line with the Group’s business strategic objectives and corporate value.

3. REMUNERATION STRUCTURE

3.1 The main components of remuneration structure of an Executive Director are as below:-

- a) Directors’ fees;
- b) Salaries;
- c) Bonuses;
- d) Meeting allowance;
- e) Benefits in kind including but not limited to provision of the Group car, medical and health insurance, travel and related expenses and general benefits;
- f) Other emoluments including statutory contributions to the Employees’ Provident Fund; and
- g) Such other incentives as may be determined from time to time.

3.2 The main components of remuneration structure of Non- Executive Director are as below:-

- a) Directors’ fees;
- b) Meeting allowance;
- c) Director Indemnity Insurance; and
- d) Such other incentives as may be determined from time to time.

The Board of Directors (“Board”) may propose other components to form the remuneration of Directors, which shall be subject to shareholders’ approval.

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4. REMUNERATION PROCEDURE

- 4.1 The Remuneration Committee (“RC”) is assisting the Board in reviewing, assessing and recommending the remuneration packages for directors and senior management after taking into consideration market conditions and the complexities and responsibilities undertaken.
- 4.2 Executive directors shall not participate in any way in determining their individual remuneration. The individual director concerned shall abstain from voting on his own remuneration in the Annual General Meeting (“AGM”).
- 4.3 The Directors’ fees payable to Non-Executive Directors and any benefits payable to the Directors of the Group shall from time to time be determined and approved by the shareholders at the AGM.
- 4.4 The Board together with RC is regularly reviews the Remuneration Policy to ensure it aligns with the Group’s business needs.

5. DISCLOSURE

The remuneration details of the Non-Executive Directors and the Managing Director of the Group are disclosed in the Annual Report in accordance with the listing requirements of Bursa Malaysia Securities Berhad. It can be found on the Group’s website at www.imaspro.com.

This Policy was approved by the Board on 27 August 2025.