



景業名邦
JY GRANDMARK

JY Grandmark Holdings Limited

景業名邦集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2231)

DIRECTOR AND EMPLOYEE REMUNERATION POLICY

(Adopted on 23 June 2022 by the Board)

1. Purpose

This Policy sets out the general principles which guide JY Grandmark Holdings Limited (the “**Company**”) and its subsidiaries (collectively the “**Group**”) to deal with the remuneration matters.

2. Equal Remuneration and Benefits

Recognizing the need for the work-life balance of our employees, initiatives may be made to promote a healthy workplace culture. The Group’s remuneration policy aims to provide a fair market level of remuneration to retain and motivate high quality directors, senior management and employees, and attract experienced people of high caliber to oversee the business and development of the Group. Their remuneration is reviewed at least annually with reference to companies of comparable business or scale.

- (i) Directors: Apart from taking into account the advice from the remuneration committee of the Company and the market levels, the Company will also consider the competency, contributions and the responsibilities towards the Company in determining the level of remuneration for each director. The level of directors’ remuneration shall be determined with reference to comparable companies.
- (ii) Employees: To ensure the ability and retain talents, the remuneration policy is built upon the principles of providing equitable and market-competitive remuneration package. The Company maintains a share option scheme for the purpose of providing incentives and rewards to the participants for their contribution to the Group.

The Group is also committed to cultivating all-level skilled employees. The Group will provide training programs based on the positions and

expertise of the employees to enhance their understanding and apprehension of the property industry and related fields. Besides internal training, the Group will also engage external experts to provide training courses for employees from time to time.

3. Review of this Policy

The Company will from time to time review this Policy, monitor its implementation to ensure its continued effectiveness and compliance with regulatory requirements and good corporate governance practice and makes recommendations on any proposed revisions as may be required to the Board for approval.

4. Disclosure of this Policy

This Policy will be published on the Company's website for public information.

(In case of any discrepancy between the English and Chinese versions of this Policy, the English version shall prevail.)