

ENN ENERGY HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

TERMS OF REFERENCE FOR THE REMUNERATION COMMITTEE

(adopted on 31 December 2004 and amended on 30 March 2012)

ENN ENERGY HOLDINGS LIMITED

Terms of Reference for the Remuneration Committee

Formation

The Committee was formed pursuant to the board resolution of ENN Energy Holdings Limited (“the Company”) passed on 31 December 2004.

Composition and Quorum

Majority of the committee members should be independent non-executive directors.

The Chairman of the Committee shall be appointed by the board and shall be independent non-executive director.

The meetings and proceedings are governed by the provisions contained in the articles of association of the Company for regulating meetings and proceedings of Directors.

Authority

1. The Committee is authorised by the board to investigate any activity within its terms of reference. It is authorised to seek any information it requires from any employee and all employees are directed to co-operate with any request made by the Committee.
2. The Committee is authorised by the board to obtain outside legal or other independent professional advice and to secure the attendance of outsiders with relevant experience and expertise if it considers this necessary.

Duties

The duties of the Remuneration Committee shall be: —

1. To make recommendations to the board on the Company’s policy and structure for all directors and senior management remuneration and on the establishment of a formal and transparent procedure for developing remuneration policy.
2. To review and approve the management’s remuneration proposals with reference to the board’s corporate goals and objectives.
3. To make recommendations to the board on the remuneration packages of individual executive directors and senior management. This should include benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their office or appointment.
4. To consider salaries paid by comparable companies, time commitment and responsibilities and employment conditions elsewhere in the group.

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5. To review and approve compensation payable to executive directors and senior management for any loss or termination of office or appointment to ensure that it is consistent with contractual terms and is otherwise fair and not excessive.
6. To review and approve compensation arrangements relating to dismissal or removal of directors for misconduct to ensure that they are consistent with contractual terms and are otherwise reasonable and appropriate.
7. To make recommendations to the board on the remuneration of non-executive directors.
8. To ensure that no director or any of his associates is involved in deciding his own remuneration.
9. To consult the chairman and/or the chief executive officer about their proposals relating to the remuneration of executive directors and have access to professional advice if considered necessary.
10. To consider other topics as defined by the board.

Secretary of the Committee

The Company Secretary of the Company shall be the secretary of the Committee. The secretary of the Committee or in his absence, his representative or any one member, shall be the secretary of the meetings of the Committee.

Frequency and notice of meetings

Meetings shall be held not less than once a year. Notice of at least 3 days should be given to all members of the Committee. The Chairman of the Committee shall be chaired in the meeting.

Reporting procedures

The secretary or his representative shall circulate the minutes of meetings to all members of the Committee.

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