

**BOSIDENG INTERNATIONAL HOLDINGS LIMITED**  
(the “Company”)

**TERMS OF REFERENCE AND MODUS OPERANDI**  
**OF**  
**REMUNERATION COMMITTEE**  
(the “Committee”)

**Membership**

1. The Committee shall consist of not less than three members appointed by the board (the “**Board**”) of directors (the “**Directors**”) of the Company from time to time, a majority of whom shall be independent non-executive Directors (the “**INEDs**”, and each an “**INED**”).
2. The Board shall nominate one of the members, who is also an INED, as the chairman of the Committee (the “**Committee Chairman**”).
3. Save as otherwise appointed by the Committee, the company secretary of the Company (or a duly appointed secretary of the meeting) shall act as the secretary of the Committee.

**Frequency and proceedings of meetings**

4. The Committee shall meet at least once every year. Additional meetings shall be held as the work of the Committee demands.
5. The Committee Chairman may convene additional meetings at his/her discretion.
6. The quorum of a meeting shall be two members of the Committee.
7. The Committee may, from time to time, invite advisors to the meeting, including but not limited to external advisors or consultants to advise its members.
8. Proceedings of meetings of the Committee shall be governed by the provisions of Article 121 of the Articles of Association of the Company.

**Duties, powers and functions**

9. The Committee shall –
  - (a) formulate remuneration policy for approval by the Board, which shall take into consideration factors such as salaries paid by comparable companies, time commitment, employment conditions, and responsibilities, and individual performance of the Directors, senior management, and the general staff. Performance shall be measured against, and the management’s remuneration proposals shall be reviewed and approved with reference to, corporate goals and objectives resolved by the Board from time to time; and implement the remuneration policy laid down by the Board;

- (b) without prejudice to the generality of the foregoing:
- (i) establish guidelines for the recruitment of the Chief Executive and senior management;
  - (ii) recommend to the Board the policy and structure for the remuneration of Directors (including all Directors and the Chief Executive) and senior management and the establishment of a formal and transparent procedure for developing remuneration policy, whilst ensuring no Director or any of his/her associates are involved in deciding his/her own remuneration;
  - (iii) determine the remuneration of executive Directors (including the Chief Executive) and senior management, including benefits in kind, pension rights, compensation payments (including compensation for loss of office or appointment etc) and recommend to the Board on the remuneration of non-executive Directors. The Chairman and/or the Chief Executive shall be consulted respectively about their proposals relating to the remuneration of the Chief Executive and/or senior management, as the case may be;
  - (iv) review and approve the compensation arrangements in connection with any loss or termination of their office or appointment, or dismissal or removal for misconduct to Directors and senior management which shall be consistent with contractual terms and be otherwise fair, not excessive, reasonable and appropriate;
  - (v) determine the criteria for assessing employee performance, which should reflect the Company's business objectives and targets;
  - (vi) consider the annual performance bonus for Executive Directors, senior management, and the general staff, having regard to their achievements against the performance criteria and by reference to market norms, and make recommendation to the Board;
  - (vii) engage such external professional advisors to assist and/or advise the Committee on issues as it considers necessary;
  - (viii) do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board;
  - (ix) conform to any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the constitution of the Company or imposed by legislation; and
  - (x) to review and/or approve matters relating to share schemes under Chapter 17 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

10. The Committee shall be provided with sufficient resources to perform its duties.

### **Reporting Procedures**

11. The Committee shall report to the Board on a regular basis. At the next meeting of the Board following a meeting of the Committee, the Committee Chairman shall report the findings and recommendations of the Committee to the Board.
12. If the Board resolves to approve any remuneration or compensation arrangements with which the Committee disagrees, the Board is encouraged to disclose the reasons for its resolution in the next corporate governance report.

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Revised on November 24, 2022