

Charter of Nomination and Remuneration Committee

Nomination and Remuneration Committee

The Nomination and Remuneration Committee is composed of 3 independent directors. The details are as follows:

Name	Position
Mr. Kenneth Ng	Chairman of Nomination and Remuneration Committee
Mr. Jianhui Shi	Nomination and Remuneration Committee
Mr. Kaikhushru Vicaji Taraporevala	Nomination and Remuneration Committee

Power and Duties of Nomination and Remuneration Committee

- 1) Consider the criteria and procedures for the nomination of qualified directors according to the Company's requirements and in consideration of the Company's strategy.
- 2) Consider the criteria, type of remunerations, and other benefits provided to the Board of Directors and its committees and propose for approval to the Board of Directors and shareholders' meeting respectively.
- 3) Select and nominate qualified individuals and propose to the Board of Directors to be appointed as the Company's directors and top executives.
- 4) Review appropriate proportion and size of the Board of Directors and experience of individual directors to be suitable for the Company's business and that adjustments are appropriate in response to the changing environment.
- 5) Establish guidelines for evaluating performance of directors and adjustment of directors' remuneration, considering the duties, responsibilities, and risks involved.
- 6) Consider a succession plan for CEO and executives in key management positions and review the list of qualified candidates.
- 7) Perform any other matters as assigned by the Board of Directors