



CHINLINK INTERNATIONAL HOLDINGS LIMITED

普匯中金國際控股有限公司*

(incorporated in Bermuda with limited liability)

(Stock Code: 0997)

("Company")

**TERMS OF REFERENCE
OF THE NOMINATION AND REMUNERATION COMMITTEE
ADOPTED BY THE BOARD ON 17 FEBRUARY 2012
AND LAST REVISED ON 1 JANUARY 2019**

1 Membership

- (a) The Nomination and Remuneration Committee (hereinafter referred to as the "**Committee**") shall be appointed by the board of directors of the Company ("**Board**"). The Committee shall consist of not less than three members, a majority of whom should be independent non-executive directors of the Company ("**INEDs**"). The constitution of the Committee shall comply with the requirements of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("**Listing Rules**") from time to time.
- (b) The chairman of the Committee shall be an INED.

2 Attendance at Meetings

- (a) Unless otherwise stated herein, the meetings of the Committee are governed by the provisions contained in the Company's bye-laws for regulating the meetings and proceedings of directors.

** For identification purpose only*

- (b) The quorum for a meeting of the Committee shall be two members of the Committee, both of whom must be INEDs.
- (c) The chairman of the Board (“**Chairman**”) may attend meetings of the Committee.
- (d) The Committee may, where appropriate, invite external advisers and/or members of the management of the Company to attend the meeting to advise its members.
- (e) The company secretary shall be the secretary of the Committee. In the absence of the secretary of the Committee, the members of the Committee present at the meeting shall elect another person as the secretary.
- (f) Members of the Committee may participate in a meeting of the Committee by means of telephone conference or similar communications equipment by means of which all persons participating in the meeting can hear each other and participation in a meeting pursuant to this provision shall constitute presence in person at such meeting.

3 Frequency of Meetings

Meetings shall be held not less than once a year. Any member of the Committee may convene a meeting if he/they consider(s) that one is necessary, or at the request of any member of the Committee, the secretary of the Committee shall convene a meeting as soon as reasonably practicable and having regard to the convenience of all members with priority given to the INEDs.

4 Committee’s Resolutions

A resolution in writing signed by all members of the Committee shall be as valid and effectual as if it had been passed at a meeting of the Committee and may consist of several documents in like form each signed by one or more of the members of Committee. Such resolution may be signed and circulated by fax or other electronic communications. This provision is without prejudice to any requirement under the Listing Rules for a Board or Committee meeting to be held.

5 Authorities

- (a) The Committee is authorised by the Board to review, assess and make recommendations upon any issue within its terms of reference. It is authorised to seek any information it requires from any employee or executive director and such persons are directed to co-operate with any request made by the Committee.
- (b) The Committee is authorised by the Board, and at the expense of the Company, to obtain outside legal or other independent professional advice and to secure the attendance of independent professional advisers with the relevant experience and expertise if it considers this necessary.
- (c) The Committee is to be provided with sufficient resources to perform its duties.

6 Purpose and General Responsibilities

- (a) The purpose of the establishment of the Committee is to ensure the presence of a formal and transparent procedure for the selection and appointment of new directors to the Board and to ensure the presence of a formal and transparent procedure for setting policy on the remuneration packages of the Chairman, the executive directors, the non-executive directors, the INEDs and the senior management of the Company.
- (b) The Committee is to review and make recommendations concerning the remuneration packages and benefits of the Chairman, the executive directors, the non-executive directors, the INEDs and the senior management of the Company as an independent and impartial committee, who have no personal financial interest in the package and/or benefits recommended and who, in the setting of those remuneration packages, will consider and give due regard to both the performance levels of, and a fair reward for, the Chairman, executive directors, the non-executive directors, the INEDs and the senior management of the Company and to the interest of all the shareholders of the Company in the light of the financial and commercial circumstances of the Company from time to time. No director shall be involved in deciding his own remuneration.

- (c) The Committee should utilise information obtained internally and externally to satisfy itself that basic salaries are competitive with current market conditions and that the total remuneration package/benefits are competitive with other companies of a similar size, business nature and scope as the Company.
- (d) The Committee must ensure that the Chairman, the executive directors, the non-executive directors, the INEDs and the senior management of the Company are fairly rewarded in the light of their contribution to the Company and their performance and that they receive suitable incentives to maintain high standards of performance and to improve their, and the Company's, performance.
- (e) The Committee should consult the Chairman and/or chief executive about their remuneration proposals for other executive directors and the Committee should have access to independent professional advice if necessary.

7 Duties-Nomination

The duties of the Committee shall be:

- (a) to review the structure, size and diversity (including without limitation, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy in accordance with the Nomination Policy and the Board Diversity Policy of the Company;
- (b) to identify individuals suitably qualified to become members of the Board and select or make recommendations to the Board on the appointment of individuals nominated for directorships. In identifying suitable individuals, the Committee shall consider individuals on merit and against the objective criteria set out in the Nomination Policy, with due regard for the benefits of diversity on the Board in accordance with the Board Diversity Policy;
- (c) to assess the independence of the INEDs with the reference to independence requirements and guidelines set out in Rule 3.13 of the Listing Rules and Rule A.5.5 2. of the Code Provisions of Appendix 14 of the Listing Rules;

- (d) to review, revise and update the Board Diversity Policy, as appropriate, for the Board's approval and review the measurable objectives that the Board has set for implementing the Board Diversity Policy, and monitor the progress on achieving the objectives;
- (e) to review, revise and update the Nomination Policy, as appropriate, for the Board's approval and review the criteria and procedures for the identification, selection and nomination of candidates for appointment or re-appointment of directorship for the Board's approval;
- (f) to make recommendations to the Board on the appointment or re-appointment of directors of the Company and succession planning for directors of the Company, in particular the chairman and chief executive, taking into the Company's corporate strategy and the mix of skills, knowledge, experience and diversity needed in the future;
- (g) to do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board;
- (h) where the Board proposes a resolution to elect an individual as an independent non-executive director of the Company at the Company's general meeting, to ensure that it is set out in the circular to shareholders and/or explanatory statement accompanying the notice of the relevant general meeting why the directors of the Company believe he should be elected and the reason why they consider him to be independent;
- (i) to 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 the Listing Rules or applicable law; and
- (j) to ensure the chairman of the Committee, or in the absence of the chairman, another member of the Committee or failing this, his duly appointed delegate, to be available to answer questions at the annual general meeting of the Company.

8 Duties- Remuneration

The duties of the Committee shall be:

- (a) to assess, review and make recommendations to the Board, once a year or as and when required, in respect of the remuneration packages and overall benefits for the Chairman, the executive directors, the non-executive directors, the INEDs and the senior management of the Company;
- (b) to make recommendations to the Board in relation to all consultancy agreements and service contracts, or any variations, renewals or modifications thereof, entered into between the Company and the directors of the Company or any associate company of any of them;
- (c) to consider what details of the Chairman's and the executive directors', the non-executive directors', the INEDs' and the senior management's remuneration/benefits should be disclosed in addition to those required by law or the Listing Rules in the Company's annual report and accounts and how those details should be presented;
- (d) to be charged with the responsibility of making recommendations to the Board on the Company's policy and structure for all remuneration of directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration and also placing recommendations before the Board concerning the total remuneration and/or benefits granted to the directors and senior management from time to time;
- (e) to determine, with delegated responsibility, the remuneration packages of all individual executive directors and senior management, including benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their office or appointment, and to make recommendations to the Board on the remuneration of non-executive directors. The Committee should consider salaries paid by comparable companies, time commitment and responsibilities and employment conditions elsewhere in the group;
- (f) to review and approve the management's remuneration proposals with reference to the Board's corporate goals and objectives;

- (g) 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;
- (h) 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;
- (i) to ensure that no director or any of his associates (as defined in the Listing Rules) is involved in deciding his own remuneration;
- (j) to ensure that adequate retirement arrangements are put in place and maintained in respect of the Chairman, executive directors and the senior management of the Company in the light of their performance during their time with the Company and not merely in regard to the previous one year's performance;
- (k) to enable the Company to be in a position to offer and maintain competitive and attractive overall benefits to recruit and maintain high quality personnel at the Board level;
- (l) to do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board;
- (m) to 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 the Listing Rules or applicable law; and
- (n) to ensure the chairman of the Committee, or in the absence of the chairman, another member of the Committee or failing this, his duly appointed delegate, to be available to answer questions at the annual general meeting of the Company.

9 Reporting Procedures

- (a) The Committee shall report to the Board. At the next meeting of the Board following a meeting of the Committee, the chairman of the Committee shall report the findings and recommendations of the Committee to the Board.
- (b) The Committee's recommendations on nomination and remuneration will be placed before the Board in the form of a Board paper circulated in advance of Board meetings through the secretary of the Committee.
- (c) Such recommendations will be supported by the resume or wherever relevant, indications of historical remuneration arrangements, in respect of the individuals concerned.

10 Availability and update of the terms of reference

These terms of reference shall be updated and revised as and when necessary in light of changes in circumstances and changes in regulatory requirements (e.g. the Listing Rules) in Hong Kong. These terms of reference shall be made available to the public by including the information on the respective websites of The Stock Exchange of Hong Kong Limited and the Company.