

# Lerado Group (Holding) Company Limited

(Incorporated in Bermuda with limited liability)

## Remuneration Committee

### A. Functions

The Remuneration Committee is appointed by the Board of Directors of Lerado Group (Holding) Company Limited to review and approve the remuneration of the Directors and senior management, and to make recommendations to the Board as deemed necessary or to take approved action if within delegated authority.

### B. Responsibilities

1. to make recommendations to the Board on policy and structure for the remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration;
2. to determine the remuneration of all 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). The Committee considers factors such as previous work experience, duties and performance of the individual, as well as remuneration benchmark in the industry and the prevailing market conditions;
3. to make recommendations to the Board on the remuneration of the Non-executive Directors. In doing so the Committee considers factors such as fees paid by comparable companies, time commitment and responsibilities of the Non-executive Directors;
4. to review and approve performance-based remuneration by referring to corporate goals and objective set by the Board;
5. to review and approve the compensation payable to Executive Directors and senior management relating to any loss or termination of their office or appointment to ensure that such compensation is determined in accordance with relevant contractual terms and that such compensation is otherwise fair and not excessive for the Company;

6. to review and approve compensation arrangements relating to dismissal or removal of Directors for misconduct to ensure that such arrangements are determined in accordance with relevant contractual terms and that any compensation payment is otherwise reasonable and appropriate;
7. to ensure no Director or any of his/her associates is involved in deciding his/her own remuneration;
8. to address and deal with such other matters as may be delegated by the Board to the Committee; and
9. to report back to the Board on decisions or recommendations made, unless there are legal or regulatory restrictions to do so.

C. Members

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| 1. Mr. Huang Ying Yuan     | Chairman |
| 2. Mr. Lim Pat Wah Patrick | Member   |
| 3. Mr. Huang Zhi Wei       | Member   |
| 4. Mr. Tyrone Lin          | Member   |