

# LISI GROUP (HOLDINGS) LIMITED

## 利時集團（控股）有限公司

(a company incorporated in Bermuda with limited liability)

(stock code : 526)

(the “Company”)

### Remuneration Committee

#### Terms of Reference

(Adopted on 29 March 2012, amended on 20 February 2023 and 28 November 2024)

#### 1. Establishment

The Board of Directors of the Company (the “Board”) resolved to establish a remuneration committee (the “Committee”) under the Board.

#### 2. Objectives

The main objectives of the Committee are to make recommendations to the Board on all remuneration policy and structure of directors of the Company (the “Directors”) and senior management of the Company and to establish a formal and transparent policy on directors’ remuneration and other remuneration related matters. The Committee is responsible to the Board.

#### 3. Members

- 3.1 The Committee comprises not less than three (3) Directors who shall be appointed and removed by the Board (the “Members”). The Member will be terminated automatically in the case that such Member ceases his/her directorship in the Company and new Member will be appointed to fill the vacancy in order to fulfill the minimum number of members of the Committee.
- 3.2 A majority of the Members should be independent non-executive Directors.
- 3.3 The chairman of the Committee shall be appointed by the Board and shall be an independent non-executive Director.

#### 4. Secretary

Secretary of the Committee (the “Secretary”) will be the Company Secretary of the Company unless otherwise appointed by the Committee.

#### 5. Responsibilities and Authority

- 5.1 The responsibilities of the Remuneration Committee should include:
  - (a) 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;
  - (b) to review and approve the management’s remuneration proposals with reference to the Board’s corporate goals and objectives;

- (c) either:
  - (i) to determine, with delegated responsibility, the remuneration packages of individual executive Directors and senior management; or
  - (ii) 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.

- (d) to make recommendations to the Board on the remuneration of non-executive Directors;
- (e) to consider salaries paid by comparable companies, time commitment and responsibilities and employment conditions elsewhere in the group;
- (f) 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;
- (g) 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;
- (h) to ensure that no Director or any of their associates is involved in deciding that Director's own remuneration;
- (i) to review and/or approve the matters relating to share schemes under Chapter 17 of the Listing Rules; and
- (j) to consider and implement other matters, as defined or assigned by the Board or otherwise required by the Listing Rules from time to time.

5.2 The Remuneration Committee is authorised by the Board where necessary to seek independent professional advice, at the Company's expense, to perform its responsibilities.

## 6. Meeting

### 6.1 Frequency

The Committee is required to convene, at least once a year, a meeting either by way of physical attendance, conference call or video conferencing. The Committee may convene meeting(s) if considered necessary.

### 6.2 Notice of Meeting

Unless otherwise agreed unanimously by all Members, the Secretary should issue notice in writing 7 days prior to the date of the meeting and circulate the related agenda of such meeting to all Members.

### 6.3 Quorum

A simple majority of the Members constitutes a quorum.

### 6.4 Methods of Meeting

A meeting may be effectively convened either by way of physical attendance, conference call or video conferencing. Members may use telephone or other similar device which allow the participants of the meeting to communicate between each other and be deemed to be an attendee of the meeting.

### 6.5 Resolutions

Any resolution of the meeting is considered effectively passed by the agreement of the majority of all attending Members. A resolution may be validly and effectively passed in writing with the unanimous agreement of all Members.

### 6.6 Invitation

The Committee may invite the executive Directors, professional advisors and/or any other third parties to attend the meeting. However such executive Directors, professional advisors and/or any other third parties have no authority to vote in the meeting.

### 6.7 Minutes

The Secretary should maintain a comprehensive record of all minutes of the Committee meetings and the said minutes should record all the matters discussed among, consideration and resolutions (including any hesitation and expressed opposition) of, the Members during the meeting in details. The Secretary should send the draft minutes and signed minutes to all Members for approval and records respectively within reasonable time subsequent to the end of the meeting. The Secretary should also deliver the signed minutes to Board for their records.

## 7. Shareholders Meeting

Committee Chairman or other Members with its authorisation should attend the annual general meeting and to answer the questions (if any) in relation to, among others, the Company's remuneration policy, Committee's activities and the Committee's duties raised by the shareholders. Unless otherwise authorised by the Board, all attending Members of a meeting are subject to the confidentiality of the meeting and are not allowed to disclose any relevant information to any third party.

## 8. Duties to Report

8.1 Chairman of the Committee or any other Member being appointed to chair the meeting should report to the Board on their decision or recommendations, unless there are legal or regulatory restrictions on their ability to do so (such as a restriction on disclosure due to regulatory requirements).

8.2 The Company should disclose the Directors' remuneration policy, details of any remuneration payable to members of senior management by band and other remuneration related matters in its annual report.

## 9. Power of the Board

The Board may, subject to compliance with the articles of association of the Company and the Listing Rules (including the Corporate Governance Code set out in Appendix 14 to the Listing Rules or if adopted by the Company, the Company's own code of corporate governance practices), amend, supplement and revoke these terms of reference and any resolution passed by the Committee provided that no amendments to and revocation of these terms of reference and the resolutions passed by the Committee shall invalidate any prior act and resolution of the Committee which would have been valid if such terms of reference or resolution had not been amended or revoked.

Note: If there is any inconsistency between the English and Chinese versions of these Terms of Reference, the English version shall prevail.