
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

SUMMARY OF DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Present position	Date of appointment as Director	Date of joining our Group	Roles and responsibilities	Relationship with other Director(s) and/or senior management
Executive Directors						
Mr. Choi Wai Chan (蔡偉振)	32	Executive Director, chairman of the Board and chief executive officer of our Group	December 2018	February 2014	Overall management and strategic planning of our Group	Nil
Mr. Leong Tat Meng (梁達明)	36	Executive Director	December 2018	February 2014 ^(Note)	Management and supervision of operations of our Group	Nil
Independent non-executive Directors						
Mr. Sou Sio Kei (蘇兆基)	49	Independent non-executive Director	September 2019	September 2019	Providing independent advice to the Board, serving as the chairman of the Remuneration Committee and a member of the Nomination Committee and Audit Committee	Nil
Mr. Rodrigues Cesar Ernesto (施力濤)	39	Independent non-executive Director	September 2019	September 2019	Providing independent advice to the Board, serving as the chairman of the Nomination Committee and a member of the Remuneration Committee and Audit Committee	Nil
Mr. Hu Chung Ming (胡宗明)	46	Independent non-executive Director	September 2019	September 2019	Providing independent advice to the Board, serving as the chairman of the Audit Committee and a member of the Remuneration Committee and Nomination Committee	Nil

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Note: Mr. Leong joined our Group as an indirect shareholder of Ying Hai Tourism (Macau) in February 2014. For details, please refer to the paragraph headed “History, development and Reorganisation — Business development” in this prospectus. In May 2015, Mr. Leong started working in our Group and served as an administrator of Ying Hai Rent-A-Car (Macau). For details please refer to the paragraph headed “Directors — Executive Directors” in this section below.

Name	Age	Present position	Date of joining our Group	Roles and responsibilities	Relationship with other Director(s) and/or senior management
Senior Management					
Ms. Im Kam Kuan (嚴金群)	45	Customer service director	June 2016	Overseeing the operation of Ying Hai Tourism (Macau) and Ying Hai Rent-A-Car (Macau)	Nil
Ms. Zou Shuer (鄒舒爾)	29	Chief operating director	September 2017	Overseeing the operation of C U Macau	Nil
Ms. Tsui Yuen Man (徐婉雯)	28	Senior finance manager	January 2019	Financial and accounting matters	Nil

DIRECTORS

Our Board consists of five Directors, comprising two executive Directors and three independent non-executive Directors.

Executive Directors

Mr. Choi Wai Chan (蔡偉振), aged 32, is the founder of our Group. He was appointed as a Director on 18 December 2018 and was re-designated as an executive Director on 18 February 2019. He also serves as the chairman of the Board and the chief executive officer of our Group. He is responsible for overseeing the overall management and strategic planning of our Group. He is one of the Controlling Shareholders.

Mr. Choi has over nine years of business management experience. Prior to establishing our Group, Mr. Choi engaged in property investment from June 2007 to October 2009. From October 2009 to February 2019, Mr. Choi gained experience in the consumer market of Macau by operating a dessert shop in Macau. Since February 2014, Mr. Choi has been serving as a director of Ying Hai Tourism (Macau) and involving in the management of our Group. Currently, Mr. Choi serves as a director of all the subsidiaries of our Group, namely Endless Luck, Ample Coral, Brilliant Town, Max Rank, Ying Hai Tourism (Macau), Zhuhai Ying Hai, Ying Hai Rent-A-Car (Macau), Ying Hai Rent-A-Car (HK), Ying Hai Interurban, C U Macau and Ying Hai Tourism (HK). Mr. Choi has been a director of the Travel Industry Council of Macau (澳門旅遊業議會) since November 2018. In addition, Mr. Choi has also been a vice chairman of the Jin Jiang Clans Association Macau (澳門晉江同鄉會), a honorary

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president of the Macao Kam Cheang Youth Association (澳門金井青年會), a vice president of the Associação Macaense dos Amigos de Shanghai (澳門上海聯誼會) and a honorary president of the Macau Electronic Competition Association (澳門電子競賽協會) since December 2017, December 2016, October 2018 and January 2019, respectively.

Mr. Choi attended secondary school education till June 2006 and is currently studying a bachelor's degree of international hospitality and tourism management program (Chinese) at the City University of Macau in Macau.

Mr. Leong Tat Meng (梁達明), aged 36, is a co-founder of our Group. He was appointed as an executive Director on 18 December 2018 and was re-designated as an executive Director on 18 February 2019. Mr. Leong is responsible for management and supervision of operations of our Group.

Mr. Leong has over eight years of experience in the travel-related industry in Macau. From August 2005 to April 2007, Mr. Leong worked as a sales assistant at a pharmacy and got acquainted with Mr. Choi in a business event in 2005. From May 2007 to September 2010, Mr. Leong worked in Rong Fa Li Artificial Plastic Flower Limited Company, engaging in manufacture of artificial plastic flower, as an assistant. From January 2011 to September 2014, he worked in Tak Chun, being an established entertainment company in Macau, as an assistant officer in the concierge department which served mostly travellers to Macau, and gained insights to the travel-related industry in Macau. From May 2015 to September 2016, Mr. Leong served as an administrator of Ying Hai Rent-A-Car (Macau). Since November 2016 and January 2017, Mr. Leong has been working as vehicle business supervisor in Ying Hai Rent-A-Car (Macau) and Ying Hai Tourism (Macau), respectively. Mr. Leong currently serves as a director of Ying Hai Interurban. Since joining our Group in 2015, Mr. Leong has been managing and supervising the operations of our Group and, working in conjunction with Mr. Choi, contributed to our business development and growth. In particular, under his supervision on our vehicle business, we successfully obtained an authorisation granted by the MGTO to provide Multi-purpose Car Rental Services and obtained three out of 40 permits for the provision of point-to-point cross-border transportation services between Macau and Hong Kong.

Mr. Leong obtained a diploma in hospitality and tourism management from the Beijing Huijia University in the PRC in July 2004. In September 2004, Mr. Leong further obtained a diploma of hospitality management and an advanced diploma of hospitality management from the Kangan Batman Institute of TAFE in the PRC.

Independent non-executive Directors

Mr. Sou Sio Kei (蘇兆基), aged 49, was appointed as an independent non-executive Director on 3 September 2019. He is the chairman of the Remuneration Committee and a member of the Nomination Committee and the Audit Committee.

Mr. Sou has over 13 years of experience in the legal field in Macau. Mr. Sou was admitted as a registered lawyer at the Macau Lawyers Association* (澳門律師公會) in May 2005 and was a member of the Higher Committee of the Legal Industry* (律師業高等委員會) of the Macau Lawyers Association* (澳門律師公會) from 2015 to 2018. Mr. Sou has been working as a lawyer at Sou Sio Kei Law Firm since July 2005. Mr. Sou was appointed as a mediator by the China Council Promotion

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of International Trade/China Chamber of International Commerce Mediation Center (中國國際貿易促進委員會/中國國際商會調解中心) in December 2018. In July 2019, Mr. Sou became a Macau Lawyers Association* (澳門律師公會) and International Dispute Resolution Academy accredited international mediator.

Mr. Sou provided service to the faculty of law of the University of Macau from March 2009 to February 2012, and was a part-time lecturer at the faculty of law of the University of Macau from August 2012 to February 2019. He has also been providing teaching services to the faculty of law of the Macau University of Science and Technology since January 2019.

Mr. Sou graduated from the University of Macau in Macau with a bachelor's degree in law and a master's degree in law in March 2001 and September 2016, respectively.

Mr. Rodrigues Cesar Ernesto (施力濤), aged 39, was appointed as an independent non-executive Director on 3 September 2019. He is the chairman of the Nomination Committee and a member of the Audit Committee and the Remuneration Committee.

From January 2005 to December 2005, Mr. Rodrigues Cesar worked as an assistant technician for the Macau 4th East Asian Games Organising Committee. From January 2006 to December 2007, Mr. Rodrigues Cesar worked as technician for the Macau 2nd Asian Indoor Games Organising Committee. From January 2008 to December 2008, Mr. Rodrigues Cesar worked as technician for the Association of Portuguese Speaking Olympic Committees. From January 2009 to June 2015, Mr. Rodrigues Cesar worked at the MGTO, with his last position being the Head of the Business Tourism and Events Division. Since July 2015, Mr. Rodrigues Cesar has been working as a managing director at Speedy Consultancy Co. Ltd, engaging in providing consultancy services in licensing, immigration, event management, marketing and public relations. Since May 2019, Mr. Rodrigues Cesar has been working as a director at Bigger A Import and Export Trade Limited, and Tong Sin Catering and Import & Export Group Company Limited, engaging in the import and export of frozen food. Since June 2019, Mr. Rodrigues has been working as a director at Shuang Zuan Management Restaurant Company Limited, engaging in catering management.

Mr. Rodrigues Cesar graduated from the University of Hertfordshire in the United Kingdom with a bachelor's degree in marketing in July 2004. Mr. Rodrigues Cesar has been the vice president of the Inspirational Youth Association (勵志青年會) since July 2015.

Mr. Hu Chung Ming (胡宗明), aged 46, was appointed as an independent non-executive Director on 3 September 2019. He is the chairman of the Audit Committee and a member of the Nomination Committee and the Remuneration Committee.

Mr. Hu has over 22 years of experience in accounting and auditing. From January 1997 to March 2000, Mr. Hu worked at Ernst & Young with the last position as senior accountant. From April 2000 to January 2003, Mr. Hu worked at LANKom Electronics Limited, engaging in the design, development, manufacture and distribution of electromagnetic components for original equipment manufacturers, as chief financial officer. From February 2003 to June 2007, Mr. Hu worked at China Flexible Packaging Holdings Limited, engaging in the manufacture and sales of plastic packaging films, synthetic papers and high barrier films, as chief financial officer. From November 2007 to October 2008, Mr. Hu worked at Yunnan Junfa Real Estate Company Limited* (雲南俊發房地產有限

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責任公司), engaging in property development, as chief financial officer. From September 2009 to April 2011, Mr. Hu worked at Chu Kong Petroleum and Natural Gas Steel Pipe Holdings Limited (stock code: 1938), a company listed on the Main Board of the Stock Exchange, as chief financial officer and company secretary. Since August 2013, Mr. Hu has been working at Mobile Internet (China) Holdings Limited (formerly known as China Packaging Holdings Development Limited) (stock code: 1439), a company listed on the Main Board of the Stock Exchange, as chief financial officer and company secretary. Since December 2010, Mr. Hu has also been an independent non-executive director of Leyou Technologies Holdings Limited (formerly known as Sumpo Food Holdings Limited) (stock code: 1089), a company listed on the Main Board of the Stock Exchange.

Mr. Hu obtained a bachelor's degree of commerce from the University of Queensland in Australia in December 1996. Mr. Hu was admitted as a fellow member of the HKICPA in January 2010, and was admitted as a member of the Australian Society of Certified Practising Accountants (currently known as CPA Australia) in March 2000.

DISCLOSURE REQUIRED UNDER RULE 17.50(2) OF THE GEM LISTING RULES

Mr. Choi was a director of the following companies prior to their respective dissolution. Mr. Choi confirmed that the following companies were solvent and inactive at the time of dissolution and that their dissolution had not resulted in any liability or obligation against him.

Name of company	Place of incorporation	Principal business activity prior to cessation of business	Date of dissolution	Means of dissolution
Zhuhai Technology	PRC	Inactive	21 December 2018	Deregistration
Choi Wai Chan E.I. (蔡偉振個人企業主)	Macau	Entertainment business	3 December 2018	Deregistration
Taxigo Company Limited (的士高股份有限公司)	Macau	Inactive	20 February 2019	Deregistration

Save as disclosed above, each of our Directors has confirmed with respect to him that: (a) he has not held any current or past directorship in the last three years in any other listed company, the securities of which are listed on any securities market in Hong Kong or overseas; (b) he has not held other positions in our Company or any members of our Group as at the Latest Practicable Date; (c) he did not have any relationship with any other Directors, senior management, substantial shareholder of our Company or Controlling Shareholders as at the Latest Practicable Date; (d) he does not have any other interest in our Shares within the meaning of Part XV of the SFO, save as disclosed in the paragraph headed "C. Further information about our Directors and substantial shareholders — 1. Disclosure of interests" in Appendix IV to this prospectus; (e) he does not have any other interest in any business which competes or is likely to compete, directly or indirectly, with our Group, which is discloseable under the GEM Listing Rules; and (f) to the best of the knowledge, information and

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belief of our Directors having made all reasonable enquiries, there was no additional information relating to our Directors or senior management that was required to be disclosed pursuant to Rule 17.50(2) of the GEM Listing Rules and no other matter with respect to their appointments that needs to be brought to the attention of the Shareholders as at the Latest Practicable Date.

SENIOR MANAGEMENT

Ms. Im Kam Kuan (嚴金群), aged 45, joined our Group in June 2016 and she is the customer service director of our Group. She is primarily responsible for overseeing the operation of Ying Hai Tourism (Macau) and Ying Hai Rent-A-Car (Macau). Ms. Im completed a business administration program by the Education Center for Zhuhai Tsinghua Science Park in the PRC in December 2013. Ms. Im has accumulated over eleven years of experience in management and administration. From October 2007 to March 2009, she worked as a general manager in the export department at Realtex International (Macau) Garment Factory, engaging in manufacture of garment. From June 2011 to November 2011, she worked as the manager in the administration department at Jin Fong (Macau) Apparel Limited, engaging in manufacture of garment. From December 2011 to May 2014, she worked in Tak Chun as an assistant concierge manager in the customer service department. From June 2014 to May 2016, Ms. Im worked in Guangdong Management Limited as a manager in the customer service department.

Ms. Zou Shuer (鄒舒爾), aged 29, joined our Group in September 2017 and she is the chief operating director of our Group. She is primarily responsible for overseeing the operation of C U Macau. Ms. Zou graduated from the University of Macau in Macau with a bachelor's degree in law in July 2013. From January 2014 to August 2017, Ms. Zou worked in the Commission Against Corruption of Macau as senior inspector.

Ms. Tsui Yuen Man (徐婉雯), aged 28, is the senior finance manager of our Group. Ms. Tsui joined our Group in January 2019 and is primarily responsible for financial and accounting matters of our Group. Ms. Tsui graduated from the University of South Australia in Australia with a bachelor's degree in commerce in December 2012. Ms. Tsui was admitted as a member of CPA Australia in March 2017. Ms. Tsui has more than six years of experience in accounting and auditing matters. From January 2013 to May 2014, she worked in Chan, Li, Law CPA Limited (formerly known as Chan, Li, Law & Co.) with the last position as accounts/audit intermediate. From May 2014 to January 2015, Ms. Tsui worked in Kelvin Chong & Partners as an audit intermediate. From January 2015 to August 2018, she worked in HLB Hodgson Impey Cheng Limited with the last position as senior accountant.

Each of the senior management members has not held directorships in the last three years in other public companies the securities of which are listed on any securities market in Hong Kong or overseas.

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COMPANY SECRETARY

Mr. Ng Shing Kin (吳成堅), aged 38, was appointed as the company secretary of our Company on 18 February 2019.

Mr. Ng obtained an honours diploma in business administration from the Hong Kong Shue Yan College in July 2005 and a master's degree of business administration from The University of Louisiana at Monroe in Hong Kong in May 2007. Mr. Ng further obtained a postgraduate diploma in professional accounting from the Hong Kong Baptist University in November 2007. Mr. Ng was granted the designation of financial risk manager by the Global Association of Risk Professionals in July 2008, and was admitted as a member of the HKICPA in January 2012. Mr. Ng is currently a practising certified public accountant in Hong Kong.

Prior to joining our Group in November 2018, Mr. Ng worked at HLB Hodgson Impey Cheng Limited from August 2008 to December 2013 with the last position as senior accountant. From December 2013 to October 2015, he worked in PricewaterhouseCoopers Limited as a senior associate. Since November 2015, he has been working as the financial controller and company secretary of Royal Catering Group Holdings Company Limited (stock code: 8300), a company listed on GEM of the Stock Exchange.

COMPLIANCE OFFICER

Mr. Choi is the compliance officer of our Company. For details of his background and experience, please refer to the paragraph headed "Directors — Executive Directors" in this section above.

BOARD COMMITTEES

Audit Committee

Our Company established the Audit Committee with written terms of reference in compliance with Rule 5.29 of the GEM Listing Rules and paragraph C.3.3 of the Corporate Governance Code pursuant to a resolution of our Directors passed on 3 September 2019. The primary duties of the Audit Committee are, among others, to make recommendation to our Board on the appointment, reappointment and removal of external auditor, monitor integrity of our financial statements, review significant financial reporting judgements contained in them, oversee our financial reporting, internal control, risk management systems and audit process and perform other duties and responsibilities assigned by our Board.

At present, the Audit Committee comprises of Mr. Hu Chung Ming, Mr. Sou Sio Kei and Mr. Rodrigues Cesar Ernesto, all being independent non-executive Directors. Mr. Hu Chung Ming is the chairman of the Audit Committee.

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Remuneration Committee

Our Company established the Remuneration Committee on 3 September 2019 with written terms of reference in compliance with Rule 5.35 of the GEM Listing Rules and paragraph B.1.2 of the Corporate Governance Code. The primary duties of the Remuneration Committee are, among others, to review and approve the management's remuneration proposals, make recommendations to our Board on the remuneration package of our Directors and senior management and ensure none of our Directors or their associates is involved in deciding their own remuneration.

At present, the Remuneration Committee comprises of Mr. Sou Sio Kei, Mr. Rodrigues Cesar Ernesto and Mr. Hu Chung Ming, all being independent non-executive Directors. Mr. Sou Sio Kei is the chairman of the Remuneration Committee.

Nomination Committee

Our Company established the Nomination Committee on 3 September 2019 with written terms of reference in compliance with paragraph A.5.2 of the Corporate Governance Code. The primary duties of the Nomination Committee are, among others, to review the structure, size and composition of our Board, and select or make recommendations on the selection of individuals nominated for directorships.

At present, the Nomination Committee comprises of Mr. Rodrigues Cesar Ernesto, Mr. Sou Sio Kei and Mr. Hu Chung Ming, all being independent non-executive Directors. Mr. Rodrigues Cesar Ernesto is the chairman of the Nomination Committee.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

Except for the deviation from provision A.2.1 of the Corporate Governance Code, our corporate governance practices are expected to comply with the Corporate Governance Code. Provision A.2.1 of the Corporate Governance Code stipulates that the roles of chairman and chief executive should be separate and should not be performed by the same individual.

Mr. Choi has been managing our business and overall strategic planning since our establishment. Our Directors believe that the vesting of the roles of chairman of the Board and chief executive officer in Mr. Choi is beneficial to the business operations and management of our Group as it provides a strong and consistent leadership to our Group and that the current management has been effective in the development of our Group and implementation of business strategies under the leadership of Mr. Choi. In allowing the two roles to be vested in the same person, our Directors believe both positions require in-depth knowledge and considerable experience of our business and Mr. Choi is the most suitable person to occupy both positions for effective management of our Group. Accordingly, our Company has not segregated the roles of our chairman of the Board and chief executive officer as required by Code Provision A.2.1 of the Corporate Governance Code.

COMPLIANCE ADVISER

Our Company has appointed Lego Corporate Finance Limited as the compliance adviser pursuant to Rule 6A.19 of the GEM Listing Rules for the term commencing on the Listing Date and ending on the date on which our Company complies with Rule 18.03 of the GEM Listing Rules in respect of our financial results for the second full financial year commencing after the Listing Date, or until the agreement is terminated, whichever is the earlier.

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Pursuant to Rule 6A.23 of the GEM Listing Rules, our Company shall consult with and, if necessary, seek advice from the compliance adviser on a timely basis in the following circumstances:

- (a) before the publication of any regulatory announcement, circular or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated by our Group, including share issues and share repurchases;
- (c) where our Group propose to use the proceeds of the Listing in a manner different from that detailed in this prospectus or where the business activities, developments or results of our Group deviate to a material extent from any forecast, estimate, or other information in this prospectus; and
- (d) where the Stock Exchange makes an inquiry of our Company under Rule 17.11 of the GEM Listing Rules.

BOARD DIVERSITY POLICY

Our Company will adopt a board diversity policy (the “**Board Diversity Policy**”) before Listing. The purpose of the Board Diversity Policy is to enhance the effectiveness of our Board and to maintain the highest standards of corporate governance and recognise and embrace the benefits of diversity in our Board. Candidates to our Board will be selected based on a range of diversity perspectives, including but not limited to gender, age, length of service, cultural and education background, or professional experience. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board. Our Board believes that such merit-based appointments will best enable our Company to service the Shareholders and other stakeholders going forward.

Our Board comprises five members, including two executive Directors and three independent non-executive Directors. Our Directors have a balanced mix of experiences, including tourism, finance, consulting and legal experiences in addition to experiences in the travel industry. Furthermore, the age range of our Board ranges from 32 years old to 49 years old. In addition, none of our Directors are related to one another. After due consideration, our Board believes that based on our existing business model and specific needs, and the background of our Directors, although our Board currently has no female representation, the composition of our Board satisfies the principles under the Board Diversity Policy. Nevertheless, in recognising the particular importance of gender diversity, our Company confirm that our nomination committee will, within three years from the Listing Date, identify and recommend one female candidate to our Board for consideration on her appointment as director of our Company.

The effective implementation of the Board Diversity Policy requires that our Shareholders are able to judge for themselves whether our Board as constituted is a reflection of diversity, or a gradual move to increased diversity, on a scale and at a speed which they support. To this end, our Shareholders will be provided with detailed information of each candidate for appointment or re-election to our Board through announcements and circulars published prior to general meetings of our Company.

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REMUNERATION POLICY

Our Directors and senior management receive compensation in the form of salaries, benefits in kind and/or discretionary bonuses related to their performance. Our Group also reimburses them for expenses which are necessarily and reasonably incurred in relation to all business and affairs carried out by our Group from time to time or for providing services to our Group or executing their functions in relation to our business and operations. Our Group regularly reviews and determines the remuneration and compensation package of our Directors and senior management, with reference to, among other things, market level of salaries paid by comparable companies, the respective responsibilities of our Directors and the performance of our Group.

After the Listing, our Directors and senior management may also receive options to be granted under the Share Option Scheme.

REMUNERATION OF DIRECTORS AND FIVE HIGHEST PAID INDIVIDUALS

For FY2017, FY2018 and 4M2019, the aggregate emoluments paid and benefits in kind granted by our Group to our Directors amounted to approximately HK\$0.3 million, HK\$0.5 million and HK\$0.2 million, respectively.

For FY2017, FY2018 and 4M2019, the aggregate remuneration including basic salaries, allowance, other benefits and contribution to retirement benefit scheme, paid to the five highest paid individuals (including our Directors) by our Group amounted to approximately HK\$1.1 million, HK\$1.7 million and HK\$0.8 million, respectively.

Save as disclosed above, no other emoluments have been paid, or are payable, by our Group to our Directors and the five highest paid individuals for FY2017, FY2018 and 4M2019.

Under the arrangements currently in force, the aggregate remunerations payable by our Group to, and benefits in kind receivable by, our Directors (excluding discretionary bonus) for the year ending 31 December 2019 are expected to be approximately HK\$1.2 million. Upon completion of the Listing, the remuneration committee will make recommendations on the remuneration of our Directors taking into account the performance of our Directors and market standards and the remuneration will be subject to approval by the Shareholders. Accordingly, the historical remuneration to our Directors during the Track Record Period may not reflect the future levels of remuneration of our Directors.

During the Track Record Period, no remuneration was paid by our Group to, or received by, our Directors or the five highest individuals as an inducement to join or upon joining our Group or as compensation for loss of office. There was no arrangement under which a director waived or agreed to waive any remuneration during the Track Record Period.

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For additional information on Directors' remuneration during the Track Record Period as well as information on the highest paid individuals, please refer to note 12 to the Accountants' Report.

SHARE OPTION SCHEME

Our Company has conditionally adopted the Share Option Scheme. Further information on the Share Option Scheme is set forth in the paragraph headed "D. Share Option Scheme" in Appendix IV to this prospectus.