



Vixtel Technologies Holdings Limited
飛思達科技控股有限公司
(incorporated in the Cayman Islands with limited liability)
(Stock Code: 1782)

REMUNERATION COMMITTEE – TERMS OF REFERENCE

The board of directors (the “**Board**”) of **Vixtel Technologies Holdings Limited** (the “**Company**”, which together with its subsidiaries, the “**Group**”) has established a committee of the Board known as the Remuneration Committee (the “**Remuneration Committee**”) with its constitution and particular duties set out below:–

1. Membership

- 1.1 The Remuneration Committee shall be appointed by the Board and shall comprise a minimum of three members (the “**Members**”).
- 1.2 The majority of the Members shall be independent non-executive directors of the Company.
- 1.3 The Board shall appoint the chairman of the Remuneration Committee. The chairman must be an independent non-executive director of the Company.
- 1.4 The term of each appointment to the Remuneration Committee shall be determined by the Board upon appointment.

2. Secretary

- 2.1 The company secretary of the Company or his/her delegate (in his/her absence) shall be the secretary of the Remuneration Committee (the “**Secretary**”).
- 2.2 The Remuneration Committee may from time to time appoint any other person with appropriate qualification and experience to act as the Secretary.

3. Meetings

- 3.1 Meetings of the Remuneration Committee shall be held at least once every year. The Members may at any time request a meeting if they consider necessary.
- 3.2 Unless otherwise agreed or waived, notice of each meeting confirming the venue, time and date shall be sent to each Member of the Remuneration Committee, and to any other person required to attend in relation to all regular meetings of the Remuneration Committee, at least 7 days before the date of the meeting; and in relation to continued meetings held within 14 days, no prior notice is required. Notwithstanding the notification period, the attendance of the Member of the Remuneration Committee at the meeting would deem to be treated as the waiver of the required notification requirement.

- 3.3 Notice shall be given to each Member of the Remuneration Committee orally in person or in writing or by telephone or by facsimile or electronic transmission at the email address from time to time notified to the Secretary by such Member or by such other means as the Members may from time to time determine. Any notice given orally shall be confirmed in writing.
- 3.4 The quorum of the Remuneration Committee meeting shall be two Members, one of whom must be an independent non-executive director of the Company.
- 3.5 The Members of the Remuneration Committee may attend meetings either in person, by telephone conference or other communications equivalent through which all persons participating in the meeting can communicate with each other simultaneously and instantaneously and, for the purpose of counting a quorum, such participation shall constitute presence of a meeting as if those participating were present in person.
- 3.6 Resolutions of the Remuneration Committee shall be passed with a simple majority of votes.
- 3.7 Written resolutions signed by all Members will be treated valid as if it is passed in the meeting held by the Remuneration Committee.
- 3.8 Minutes of the Remuneration Committee meetings shall be kept by the Secretary and shall be made available for inspection by any Member of the Remuneration Committee and/or any director of the Company at any reasonable time on reasonable notice. Draft and final versions of minutes of Remuneration Committee meetings shall be sent to all Remuneration Committee Members for their comments and records within a reasonable time after the meeting. Once they are agreed, the Secretary shall circulate the minutes and reports of the Remuneration Committee to all members of the Board.

4. Attendance of meetings

- 4.1 Upon invitation by the Remuneration Committee, the chairman of the Board and/or the general manager or the chief executive, external consultant and other Board members of the Company may attend all or any of the meetings.
- 4.2 Only the Remuneration Committee Members shall have the voting powers.

5. Annual general meetings

The chairman of the Remuneration Committee shall attend the annual general meetings of the Company and be prepared to respond to any questions raised by the shareholders of the Company on the Remuneration Committee's activities. If the chairman of the Remuneration Committee is unable to attend, a Member of the Remuneration Committee (who must be an independent non-executive director of the Company) shall attend the annual general meetings of the Company. Such person shall be prepared to respond to any questions raised by the shareholders of the Company on the Remuneration Committee's activities.

6. Authority

- 6.1 The Remuneration Committee shall consult the chairman and/or the general manager or the chief executive of the Company about their proposals relating to the remuneration of other executive directors.
- 6.2 The Remuneration Committee is authorized by the Board when necessary to seek any remuneration information it requires from senior management of the Company to order to perform its duties.
- 6.3 The Remuneration Committee is authorized by the Board when necessary to obtain outside legal or other independent professional advice in connection with its duties at the Company's expenses.
- 6.4 The Remuneration Committee shall have access to sufficient resources in order to perform its duties.

7. Duties and responsibilities

The duties and responsibilities of the Remuneration Committee shall be:

- 7.1 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 policies;
- 7.2 to review and approve the management's remuneration proposals with reference to the Board's corporate goals and objectives;
- 7.3 either:
 - (a) to determine, with delegated responsibility, the remuneration packages of individual executive directors and senior management; or
 - (b) 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;

- 7.4 to make recommendations to the Board on the remuneration of non-executive directors;
- 7.5 to consider salaries paid by comparable companies, time commitment and responsibilities and employment conditions elsewhere in the Group;
- 7.6 to review and approve compensation payable to executive directors and senior management of the Company 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;

- 7.7 to review and approve compensation arrangements relating to dismissal or removal of directors of the Company for misconduct to ensure that they are consistent with contractual terms and are otherwise reasonable and appropriate;
- 7.8 to consider and approve the grant of share options to eligible participants pursuant to the share option scheme of the Company, if any;
- 7.9 to ensure that no director of the Company or any of his/her associates is involved in deciding his/her own remuneration;
- 7.10 to review and/or approve matters relating to share schemes under Chapter 17 of the Rules (the “**Listing Rules**”) Governing the Listing of the Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), including but not limited to the minimum vesting period, and any absence of performance targets and/or clawback mechanism for the grants of share options or awards to a director or senior management of the Company, and any change to the terms of options or awards granted to a participant under a share scheme of the Company; and
- 7.11 to address and deal with such other matters as the Board may from time to time delegate to it.

8. Reporting responsibilities

- 8.1 The Remuneration Committee shall report to the Board on all matters within its duties and responsibilities as appropriate and when necessary, unless there are legal or regulatory restrictions on its ability to do so.
- 8.2 The Company should disclose details of any remuneration payable to members of senior management by band in its annual reports.

9. Disclosure

The Remuneration Committee should make available these Terms of Reference by including them on the Stock Exchange’s website and the Company’s website.

10. interpretation and amendments

- 10.1 The power of interpretation of these Terms of Reference shall be vested in the Board.
- 10.2 The Board may amend these Terms of Reference from time to time.
- 10.3 These Terms of Reference are subject to the amendments to the Listing Rules from time to time.
- 10.4 If there is any inconsistency between the English and Chinese version of these Terms of Reference, the English version shall prevail.

(Adopted by the Company pursuant to the Board’s resolutions passed on 21 November 2016 and revised by the Board with effect from 29 November 2018 and 30 December 2022)