

UNITED ENERGY GROUP LIMITED

聯合能源集團有限公司

(the “Company”)

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(Stock Code: 467)

TERMS OF REFERENCE OF REMUNERATION COMMITTEE (“the Committee”)

Revised Date: 22 February 2023

Membership

1. The Committee shall consist of at least three Directors with majority of independent non-executive directors appointed by the board of directors (“the Board”) from time to time.
2. The Board shall nominate one of the independent non-executive directors as the Chairman of the Committee.
3. The company secretary of the Company or a nominee shall act as the Secretary of the Committee.

Frequency and proceedings of meetings

1. The Committee shall meet at least once every year. Additional meetings shall be held as the work of the Committee demands.
2. The Chairman of the Committee may convene additional meetings at his/her discretion.
3. The quorum of a meeting shall be two members of the Committee.

4. The Committee may, from time to time, invite independent advisors to the meeting, including but not limited to external advisors or consultants, to advise its members.

5. Proceedings of meetings of the Committee shall be governed by the provisions of the Bye-Laws of the Company.

Duties, powers and functions

The Committee shall –

(a) formulate remuneration policy for approval by the Board, which shall take into account factors such as salaries paid by comparable companies, employment conditions, and responsibilities, and individual performance of the directors, senior management, and the general staff. Performance shall be measured against corporate goals and objectives resolved by the Board from time to time; and implement the remuneration policy laid down by the Board;

(b) without prejudice to the generality of the foregoing;

(i) establish guidelines for the recruitment of the Chief Executive Officer and senior management;

(ii) recommend to the Board the policy and structure for the remuneration of Directors and senior management whilst ensuring no director or any of his associates is involved in deciding his own remuneration;

(iii) determine the remuneration of Directors and senior management, including benefits in kind, pension right, compensation payment (including compensation for loss of office or appointment etc). The Chairman and / or the Chief Executive Officer shall be consulted respectively about their proposals relating to the remuneration of the Chief Executive and / or senior management, as the case may be;

(iv) review and approve the compensation arrangements in connection with any loss or termination of their office or appointment, or dismissal or removal for misconduct to executive directors and senior management which shall be fair and not excessive;

(v) determine the criteria for assessing employee performance, which should reflect the Company's business objectives and targets;

(vi) consider the annual performance bonus for Executive Directors, senior management, and the general staff, having regard to their achievements against the performance criteria by reference to market norms, and make recommendation to the Board;

(vii) engage such external independent professional advisors to assist and / or advise the Committee on issues as it considers necessary;

(viii) do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board;

(ix) 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 legislation; and

(x) to review and/or approve matters relating to share schemes under Chapter 17 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Listing Rules").

Reporting Procedures

The Committee shall report to the Board on a regular basis. 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.

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