

AV CONCEPT HOLDINGS LIMITED

(Stock code: 595)

(股份代號: 595)

**Terms of reference of
the Remuneration Committee of the Board of Directors**
董事會薪酬委員會權責範圍及程序

AV CONCEPT HOLDINGS LIMITED (“Company”)
AV CONCEPT HOLDINGS LIMITED (「本公司」)

**Terms of reference of the Remuneration Committee (“RC”)
of the Board of Directors (“Board”) of the Company**
董事會(“董事會”)薪酬委員會(“薪委會”)
權責範圍及程序

1. Membership

成員

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| 1.1 | The RC shall comprise not less than three members to be appointed by the Board, the majority of whom should be independent non-executive directors. | 薪委會成員由董事會委任，成員人數應不少於三位，大多數成員應為獨立非執行董事。 |
| 1.2 | The Board shall appoint the chairman of the RC who should be one of the independent non-executive directors sitting on the RC. In the absence of the chairman of the RC or an appointed deputy, the remaining members present shall elect one of them to chair the meeting. For the avoidance of doubt, the chairman of the Board shall not chair the meeting of the RC when it is dealing with the succession of chairmanship. | 薪委會主席由董事會委任，此主席應為薪委會成員中的一位獨立非執行董事。如薪委會主席或副主席未能出席會議，其他出席會議的成員應互選其中一人擔任主席。為免生疑慮、當薪委會開會討論主席繼任問題時，董事會主席不應擔任該會議之主席。 |
| 1.3 | Only members of the RC have the right to attend the RC meetings. However, any director, executive or other person may be invited to attend the meetings when the RC considers that their attendance can assist it to discharge its duties. | 只有薪委會的成員方可出席薪委會之會議。然而，若薪委會為任何董事、行政人員或其他人士可協助該會履行職責，則可邀請該等人士出席會議。 |
| 1.4 | Appointments to the RC shall be for a period of up to three years (subject to extension). | 薪委會成員的任期最長應為三年(但可以連任)。 |
| 1.5 | A RC member may not appoint any alternate. | 薪委會成員不能委任代表。 |

2. Frequency and proceedings of meetings

2.1 The RC shall meet at least once a year and at such other times as the chairman of the RC shall require.

2.2 The quorum for meetings of the RC shall be of such number that the independent non-executive directors shall form the majority in the meeting. A duly convened meeting of the RC at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in the RC.

2.3 The secretary of the RC shall ascertain, at the beginning of the meeting, the existence of any conflict of interest and minute them accordingly. The relevant member of the RC shall not be counted towards the quorum and he/she must abstain from voting on any resolution of the RC in which he/she and/or his/her associates have an interest.

2.4 Where appropriate or required, the other directors, the head of human resources, relevant senior management and other persons(s) invited by a RC member may attend meetings of the RC.

2.5 RC members may pass resolutions by way of written resolutions, but such must be passed by all RC members in writing.

3. Secretary

3.1 The company secretary of the Company or his nominee shall act as the secretary of the RC. The secretary of the RC or, in his/her absence, his/her delegate(s) or any person elected by the members

會議次數及程序

薪委會應至少每年開會一次，並按薪委會主席要求的其他時間開會。

薪委會會議的法定人數應為能使獨立非執行董事在會上占大多數的數目。正式召開而達到法定人數的薪委會會議有權履行薪委會獲賦予的一切或任何授權、權力和酌情權。

在薪委會會議開始時，薪委會秘書應確定是否存在任何利益衝突並作相應記錄。若有薪委會成員或其聯繫人於薪委會會議上任何議案中佔有利益，有關成員不得計入出席會議的法定人數，並且必須放棄表決。

在合適或需要的情況下，其他董事、人力資源部主管、相關高級管理人員及由薪委會成員邀請的人士可出席薪委會會議。

薪委會成員可以書面決議方式通過任何決議，惟必須所有薪委會成員書面同意。

秘書

公司秘書或其代理人應擔任薪委會秘書。薪委會秘書（如其未能出席，則其委派的代表或由薪委會在會議上委任的人士）應出席薪委會會議及為會議作記錄。薪委會亦可隨時委任或罷免薪委會秘書。

present at the meeting of the RC, shall attend the meeting of the RC and take minutes. The RC is also entitled to from time to time appoint or remove the secretary of RC.

4. Notice of Meetings

- 4.1 Meetings of the RC shall be convened by the chairman of the RC.
- 4.2 Unless otherwise agreed, notice of each meeting setting out the venue, time and date together with the agenda of items to be discussed, shall be forwarded to each of the members of the RC and any other person required to attend at least 14 working days before the meeting date. Supporting papers shall be sent at least 3 working days before the meeting.
- 4.3 Notice shall be given to each RC member in person orally or in writing or by telephone or by email or by facsimile transmission at the telephone or facsimile or address or email address from time to time notified to the secretary by such RC member or in such other manner as the RC members may from time to time determine.
- 4.4 Any notice given orally shall be confirmed in writing as soon as practicable and before the meeting.

5. Minutes of the Meetings

- 5.1 Minutes of the RC meetings shall record in sufficient detail the matters considered in the meetings and decisions reached, including any concerns raised and dissenting views expressed. Draft and final versions of minutes of the meetings should be sent

會議通告

薪委會的會議應由薪委會主席召開。

除非另有協議，否則載有會議地點、時間、日期及載有會議議題之議程的通告，應於開會日期之前最少14個工作天送交薪委會各成員及其他需要出席會議的人士。補充檔應於開會之前最少3個工作天送交。

召開會議通告必須親身以口頭或以書面形式、或以電話、電子郵件、傳真或其他薪委會成員不時議定的方式發出予各薪委會成員(以該成員不時通知秘書的電話號碼、傳真號碼、位址或電子郵箱位址為準)。

任何口頭會議通知應在切實可行範圍內儘快及在會議召開前以書面方式確實。

會議記錄

薪委會的會議記錄應詳細記錄會議上審議的事項及所作出的決定，包括會上提出的關注及相反意見。會議記錄的初稿及最後定稿應於會議完成後14個工作天內供薪委會所有成員傳閱；以供提出意見及作其他記錄之用；若無利益衝突，亦應供董事會其餘全部成員傳閱。

to all RC members for their comments and records within 14 working days after the meeting and unless there is a conflict of interest, to all other members of the Board.

- 5.2 The secretary of the RC shall keep the minutes and resolutions passed at the RC meetings and they should be open for inspection at any reasonable time on reasonable notice by any director save when there is a conflict of interest.

6. Annual General Meeting

- 6.1 The chairman of the RC, or in his/her absence, another member of the RC or failing this, his/her duly appointed delegate, shall attend the Annual General Meeting of the Company and be prepared to respond to shareholders' questions on the activities of the RC.

7. Duties

- 7.1 The RC shall:
- 7.1.1 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;
- 7.1.2. review and approve the management's remuneration proposals with reference to the Board's corporate goals and objectives;
- 7.1.3. either (i) determine, with delegated responsibility, the remuneration packages of

薪委會秘書應保存薪委會之會議記錄及通過決議案之檔。除非有利益衝突，否則任何董事可在提出合理通知後，於任何合理時間內查閱上述檔。

股東周年大會

薪委會主席應出席本公司的股東周年大會（若其未能出席，則薪委會的另一名成員出席，或如該名成員未能出席，則其適當委任的代表出席），並準備回答股東有關薪委會會議的問題。

責任

薪委會應：

就本公司董事及高級管理人員的全體薪酬政策及架構，及就設立正規而具透明度的程序制訂薪酬政策，向董事會提出建議；

因應董事會所訂企業方針及目標而檢討及批准管理層的薪酬建議；

以下兩者之一：(i) 獲董事會轉授責任厘定個別執行董事及高級管理人員的薪酬待遇；及(ii) 向董事會建議個別董事及高級管理人員的薪酬待遇；

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;

注：此應包括非金錢利益、退休金權利及償金額（包括喪失或終止職務或委任的賠償）

Note: This should include benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their office or appointment.

7.1.4. make recommendations to the Board on the remuneration of non-executive directors;

就非執行董事的薪酬向董事會提出建議；

7.1.5. consider salaries paid by comparable companies, time commitment and responsibilities and employment conditions elsewhere in the Company or its subsidiaries;

考慮同類公司支付的薪酬、須付出的時間及職責以及公司及其附屬公司內其它職位的雇用條件；

7.1.6. 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;

檢討及批准向執行董事及高級管理人員就其喪失或終止職務或委任而須支付的賠償，以確保該等賠償與合約條款一致；若未能與合約條款一致，賠償亦須公平合理，不致過多；

7.1.7. review and approve compensation arrangements relating to dismissal or removal of directors for misconduct to ensure that they are consistent with relevant contractual terms and are otherwise reasonable and appropriate;

檢討及批准因董事行為失當而解雇或罷免有關董事所涉及的賠償安排，以確保該等安排與合約條款一致；若未能與合約條款一致，有關賠償亦須合理適當；及

7.1.8. ensure that no director or any of

確保任何董事或其任何連絡人不得參與厘定

- his associates is involved in deciding his own remuneration;
- 7.1.9. to determine the policy for the remuneration of executive directors, assess performance of executive directors and approve the terms of executive directors' service contracts;
- 7.1.10. to do any such things to enable the RC to discharge its powers and functions conferred on it by the Board;
- 7.1.11. to conform to any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the Company's constitution or imposed by legislation; and
- 7.1.12. 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").
- 7.2. The RC should consult the chairman and/or chief executive about their remuneration proposals for other executive directors. The RC should have access to independent professional advice if necessary.

他自己的薪酬。

為執行董事薪酬制定政策，評核執行董事的表現及批准執行董事服務合約的條款；

任何能協助薪委會履行董事會所給予的權力及職責之事項；及

遵守任何由董事會不時制訂或公司組織章程文件或法律要求下的任何要求、指示或規則。

審閱及／或批准香港聯合交易所有限公司證券上市規則（「上市規則」）第17章所述有關股份計劃的事宜。

薪委會應就其他執行董事的薪酬建議諮詢主席及／或行政總裁，如有需要，薪委會應可尋求獨立專業意見。

8. Reporting Responsibilities

報告責任

- 8.1 The RC chairman shall report formally to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.

薪委會每次開會後，薪委會主席應就薪委會在職責範圍內討論的一切事宜，向董事會提交正式的報告。

- 8.2 The RC shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed. 薪委會應就任何其職責範圍內之事宜而認為需要採取的行動或作出的改善，向董事會作出其認為合適的建議。
- 8.3 The RC shall provide to the Board all the information set out in Appendix 14 to the Listing Rules to enable the Company to prepare the corporate governance report in its annual report in compliance with such Appendix 14. 薪委會應向董事會提供上市規則附錄14所述的一切資料，方便公司在年報內編制企業管治報告，以符合該附錄14的規定。
- 9. Authority**
- 9.1 The RC is authorized to seek any information it reasonably requires from any employee of the Company in order to perform its duties. 薪委會有權為履行職責而向本公司任何雇員合理地索取任何資料。
- 9.2 The RC may obtain, at the expense of the Company, legal or other professional advice on any matters within its terms of reference. 薪委會可就任何在其權責範圍內之事宜，尋求法律或其他專業意見，所需費用由本公司支付。
- 9.3 The RC should be provided with sufficient resources to perform its duties. 薪委會應獲供給充足資源以履行其職責。
- 10. Other**
- 10.1 The RC shall review annually its terms of reference, performance and constitution and recommend any changes it considers necessary to the Board for approval. 薪委會應每年檢討其權責範圍、表現及組織章程，並將其認為必要之修改提交董事會審批。

Hong Kong, 22 March 2023

香港 2023 年 3 月 22 日