



(Incorporated in Hong Kong with limited liability under the Companies Ordinance)

Roles and Responsibilities of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee (“NRC”) is responsible for overseeing the remuneration matters of the Bank, and also to review and endorse the nomination of candidates for appointment as Non-Executive Directors (including INEDs), Executive Directors and Senior Management, prior to the approval by the Board of the Bank. The NRC reports to the Board regularly on its findings, decisions and recommendations.

The NRC meets at least twice a year and at such other times as the NRC deems appropriate.

The NRC was established with written terms of reference and its major roles and functions are as follows:

- To review and endorse the nomination of directors and senior management
- To assist the Board in discharging its responsibility for the design and operation of the Bank’s remuneration system
- To review and make recommendation to the Board in respect of the Bank’s remuneration policy and practices
- To review and endorse the specific remuneration packages of directors and senior management
- To ensure that regular review of the Bank’s remuneration system and its operation is conducted
- To review the structure, size, composition and diversity of the Board and also its committees at least annually and make recommendations on any proposed changes to the Board
- To regularly review the efficiency and effectiveness of the functioning of the Board and also its committees, particularly in respect of the composition of Board and committee members
- To advise and assist the Board in discharging its culture reform and related responsibilities