

# REMUNERATION COMMITTEE REPORT

(Extracted from 2025 Annual Report dated 30 March 2026)

## COMPOSITION

The Remuneration Committee consists of seven members, namely, Mr. Norman Ho, Mr. Michael Wu, Mr. Kevin Yip and Ms. Amelia Yau (all being INEDs), Ms. Pansy Ho (Group Executive Chairman and Managing Director), Ms. Daisy Ho (Executive Director and Deputy Managing Director) and Ms. Maisy Ho (Executive Director). Mr. Michael Wu is the chairman of the Remuneration Committee. Mr. Charles Ho passed away and ceased to be a member of the Remuneration Committee on 11 June 2025. Ms. Amelia Yau and Ms. Maisy Ho were appointed members of the Remuneration Committee on 2 July 2025.

## DUTIES AND RESPONSIBILITIES

The principal role of the Remuneration Committee is to set the Company's remuneration and incentive policy as a whole, and review and approve remuneration proposals for Executive Directors and senior management. The emoluments of the Directors, including basic salary and performance bonus, are based on each Director's skills, knowledge and involvement in the Company's affairs, the Company's performance and profitability, remuneration benchmark in the industry and prevailing market conditions. No Director has taken part in setting his or her own remuneration.

According to its terms of reference (a copy of which is posted on the websites of the Company and the Stock Exchange), the Remuneration Committee shall meet at least once a year. Additional meetings may be held as required. Decisions may also be made by circulation of written resolutions accompanied by explanatory materials.

## ANNUAL WORK SUMMARY

During the year ended 31 December 2025, a Remuneration Committee meeting was held. The Remuneration Committee reviewed, made recommendation on INEDs' remuneration packages to the Board, approved the remuneration packages for Executive Directors, senior management and staff, and approved the Remuneration Committee Report as incorporated in the 2024 Annual Report.

## REMUNERATION POLICY

The remuneration policy of the Company (the "Remuneration Policy") establishes a formal and transparent procedure for determining remuneration of Directors and senior management. To achieve the Company's corporate goals and objectives, packages offered by the Group are competitive, adequate (but not excessive), in line with current market practices and able to attract, retain, motivate and reward Directors and senior management. To ensure that the Remuneration Policy is effective, the Remuneration Committee will review the policy and recommend revisions to the Board when necessary. The Remuneration Policy was updated in December 2017.

Directors' interests in the Company's shares, underlying shares and debentures, along with interests in contracts, are set out in "Report of the Directors". Particulars regarding Directors' emoluments and the five highest paid individuals are set out in "Notes to the Financial Statements" in this annual report.