

NEW ISLAND PRINTING HOLDINGS LIMITED

新洲印刷集團有限公司

**TERMS OF REFERENCE FOR THE
REMUNERATION COMMITTEE**

薪酬委員會職權範圍書

**(adopted on 3 March 2005
amended on 19 December 2006,
23 January 2007, 21 October 2010
and 5 November 2010)**

**(於二零零五年三月三日採納
及於二零零六年十二月十九日，
二零零七年一月廿三日，二零一零年十月廿一日
及二零一零年十一月五日修訂)**

NEW ISLAND PRINTING HOLDINGS LIMITED

新洲印刷集團有限公司

REMUNERATION COMMITTEE

薪酬委員會

(amended on 5 November 2010)

(於二零一零年十一月五日修訂)

Committee members :
委員會成員 :

Independent Non-Executive Director
獨立非執行董事

Pun Chi Ping	潘治平
Wong Yun Kuen	黃潤權
Ip Man Tin, David	葉漫天

Executive Director
執行董事

Lo Ming Chi, Charles	勞明智
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Chairman of the Committee :
委員會主席

Lo Ming Chi, Charles	勞明智
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Optional Requirement
選擇性規定

Secretary of the Committee :
委員會秘書

Sinn Wai Kin Derek	冼偉健
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Formation

成立

The Committee was formed pursuant to the board resolution of New Island Printing Holdings Limited (“the Company”) passed on 3 March 2005 and amended on 19 December 2006, 23 January 2007, 21 October 2010 and 5 November 2010.

委員會依據新洲印刷集團有限公司(「本公司」)於二零零五年三月三日通過的董事會決議案而成立及修訂於二零零六年十二月十九日，二零零七年一月廿三日，二零一零年十月廿一日及二零一零年十一月五日。

Composition and Quorum

組成及法定人數

Majority of the committee members should be independent non-executive directors.

委員會的大部份成員應為獨立非執行董事。

Members	: Lo Ming Chi Charles	Pun Chi Ping
	Wong Yun Kuen	Ip Man Tin, David
成員	: 勞明智	潘治平
	黃潤權	葉漫天

Quorum : 2 of the independent non-executive directors

法定人數 : 2 名獨立非執行董事

The meetings and proceedings are governed by the provisions contained in the memorandum of association and bye-laws of the Company for regulating meetings and proceedings of Directors.

委員會會議及程序須受本公司的組織章程和細則所載的董事會會議程序規定所規管。

Authority

權力

1. The Committee is authorised by the board to investigate any activity within its terms of reference. It is authorised to seek any information it requires from any employee and all employees are directed to co-operate with any request made by the Committee. 董事會授權委員會按照其職權範圍進行任何調查。委員會有權向任何僱員索取任何所需資料，而所有僱員亦獲指示與委員會合作，滿足其任何要求。

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2. The Committee is authorised by the board to obtain outside legal or other independent professional advice and to secure the attendance of outsiders with relevant experience and expertise if it considers this necessary.
董事會授權委員會向外諮詢法律或其他獨立的專業意見；如有需要，可邀請具備相關經驗及專業知識的外界人士出席會議。

Duties

職責

The duties of the Remuneration Committee shall be: –

薪酬委員會的職責如下：–

1. To make recommendations to the board on the Company's policy and structure for all remuneration of directors and senior management and on the establishment of a formal and transparent procedure for developing the policy on such remuneration.
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此等薪酬政策，向董事會提出建議。
2. To have the delegated responsibilities to determine the specific remunerations packages of all executive directors and senior management, including benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their office or appointment. Factors which should be taken into consideration include but not limited to salaries paid by comparable companies, time commitment and responsibilities of the directors, employment conditions elsewhere in the group and desirability of performance-based remuneration.
獲董事會轉授以下職責，即釐訂全體執行董事及高級管理人員的特定薪酬待遇，包括非金錢利益、退休金權利及賠償金融(包括喪失或終止職務或委任的賠償)。應考慮的因素包括但不限於同類公司支付的薪酬、董事須付出的時間及董事職責、集團內其他職位的僱用條件及是否應該按表現釐訂薪酬等。
3. To review and approve performance-based remuneration by reference to corporate goals and objectives resolved by the board from time to time.
透過參照董事會不時通過的公司目標，檢討及批准按表現而釐定的薪酬。

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4. To review and approve the compensation payable to executive directors and senior management in connection with any loss or termination of their office or appointment to ensure that such compensation is determined in accordance with relevant contractual terms and that such compensation is otherwise fair and not excessive for the Company.
檢討及批准向執行董事及高級管理人員支付那些與喪失或終止職務或委任有關的賠償，以確保該等賠償按有關合約條款釐定；若未能按有關合約條款釐定，賠償亦須公平合理，不會對本公司造成過重負擔。
5. To review and approve compensation arrangements relating to dismissal or removal of directors for misconduct to ensure that such arrangements are determined in accordance with relevant contractual terms and that any compensation payment is otherwise reasonable and appropriate.
檢討及批准因董事行為失當而解僱或罷免有關董事所涉及的賠償安排，以確保該等安排按有關合約條款釐定；若未能按有關合約條款釐定，有關賠償亦須合理適當。
6. To make recommendations to the board on the remuneration for non-executive directors.
就非執行董事的薪酬向董事會提出建議。
7. To ensure that no director or any of his associates is involved in deciding his own remuneration.
確保任何董事或其任何聯繫人不得自行釐訂薪酬。
8. To consult the chairman and/or the chief executive officer about their proposals relating to the remuneration of executive directors and have access to professional advice if considered necessary.
就執行董事的薪酬建議諮詢主席及／或行政總裁，如認為有需要，亦可索取專業意見。
9. To consider other topics as defined by the board.
研究其他由董事會界定的課題。

Note: For the purpose of this terms of reference, “senior management” should refer to the same category of persons as referred to in the Company’s annual report.

註：就本職權範圍而言，「高級管理人員」指本公司年報內提及的同一類別的人士。