



QIN JIA YUAN MEDIA SERVICES COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)

Remuneration Committee Terms of Reference

Formation

The Committee was formed pursuant to the board resolution of Qin Jia Yuan Media Services Company Limited passed on 13th June 2004

Composition and Quorum

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

Members : Mr. LAM Haw Shun, Dennis, JP (*Chairman*)

Mr. LAU Hon Chuen, GBS, JP

Mr. LIU Yuk Chi, David

Quorum : 2

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

Authority

1. The Committee is authorised by the Board to investigate any activity within its terms of reference. It is authorized to seek any information it requires from any employee and all employees are directed to co-operate with any request made by the Committee.
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.

Duties

The duties of the Remuneration Committee shall:-

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.
2. to have the delegated responsibilities to determine the specific remuneration 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.
3. to review and approve performance-based remuneration by reference to corporate goals and objectives resolved by the board from time to time.
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.
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.
6. to make recommendations to the board on the remuneration for non-executive directors.
7. to ensure that no director or any of his associates is involved in deciding his own remuneration.

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.
9. to consider other topics as defined by the Board.