

# Remuneration Committee Charter

## 1. Role

To consider and recommend to the Board the appropriate remuneration policy in respect of directors, senior executives and key personnel and to make recommendations on remuneration packages and other terms of employment for directors, senior executives and key personnel.

## 2. Responsibilities

The responsibilities of the Committee include reviewing:

- The remuneration packages so that Desane Group Holdings Limited may attract, motivate and retain executives with the required skills and experience;
- The appointment and performance of the Managing Director; and
- The annual remuneration packages of the senior executives and key personnel.

## 3. Composition of the Committee

The Committee will comprise of at least two independent directors, including the Chairman. The majority of the Committee must be independent and the Chairman of the Committee must also be independent.