



HashKey Holdings Limited

(A company incorporated in the Cayman Islands with limited liability)

(Stock code: 3887)

TERMS OF REFERENCE OF THE REMUNERATION COMMITTEE

The remuneration committee (the “**Committee**”) of HashKey Holdings Limited (the “**Company**”) was established pursuant to a resolution passed by the board of directors of the Company (the “**Board**”) on December 4, 2025. Set out below are the terms of reference (the “**Terms of Reference**”) of the Committee. The Terms of Reference are available for viewing in English and Chinese. If there is any inconsistency between the English and the Chinese versions of the Terms of Reference, the English version shall prevail.

1. PURPOSE

- 1.1 The purpose of the Committee is to make recommendations to the Board on the policy and structure for the remuneration of directors and senior management, to establish a formal and transparent procedure for developing policy, to evaluate the performance of directors and senior management, to review and approve the terms of and/or matters relating to incentive schemes (including share schemes under Chapter 17 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) (as amended from time to time) and directors’ service contracts, and to recommend the remuneration packages for all directors and senior management.

2. COMPOSITION

- 2.1 Members of the Committee shall be appointed by the Board from time to time. The Committee shall consist of not less than three members and shall consist of a majority of independent non-executive directors who shall meet the independence requirements from time to time as stipulated in the Listing Rules. At least one member of the Committee shall be of a different gender.
- 2.2 The Board shall appoint one member of the Committee as the chairperson (the “**Chairperson**”), who must be an independent non-executive director.

3. MEETINGS

- 3.1 Unless otherwise specified hereunder, the provisions contained in the Company’s articles of association (the “**Articles**”) (as amended from time to time) for regulating meetings and proceedings of directors shall apply to the meetings and proceedings of the Committee.
- 3.2 Members of the Committee may attend meetings of the Committee either in person or through other electronic means of communication or in such other manner as the members may agree.

- 3.3 The Committee shall meet at least once annually, or more frequently if circumstances require.
- 3.4 Members of the Committee may be represented at a meeting of the Committee by an alternate appointed by them.
- 3.5 The Chairperson shall be responsible for leading the Committee, including scheduling meetings, preparing agendas and making regular reports to the Board.
- 3.6 A meeting of the Committee may be convened by any of its members.
- 3.7 A quorum shall be two members of the Committee, one of whom must be an independent non-executive director.
- 3.8 Unless otherwise agreed by all the members of the Committee, notice of at least seven days shall be given for a regular meeting of the Committee. For all other meetings of the Committee, reasonable notice shall be given. The Chairperson shall determine whether or not a meeting of the Committee is a regular meeting.
- 3.9 The agenda and accompanying supporting papers shall be sent to all members of the Committee and to other attendees as appropriate at least three days before the date of the meeting (or such other period as the members may agree).
- 3.10 Each member shall have one vote. Subject to the Articles, questions arising at any meeting of the Committee shall be decided by a majority of votes, and in case of an equality of votes, the Chairperson shall have a second or casting vote.
- 3.11 The members of the Committee shall appoint a secretary of the Committee (the “**Secretary**”) to take minutes. In the absence of the Secretary, their delegate(s) or any person elected by the members of the Committee present at the meeting of the Committee shall attend the meeting of the Committee and take minutes. Any such minutes shall be conclusive evidence of any such proceedings if they purport to be signed by the chairperson or the Secretary of the meeting or succeeding meeting.
- 3.12 Full minutes of meetings of the Committee shall be kept by the Secretary or the company secretary (as applicable from time to time). They shall be available for inspection at any reasonable time on reasonable notice by any director.
- 3.13 Minutes of meetings of the Committee and the record of individual attendance at such meetings shall be prepared by the Secretary which shall be sent to all members of the Committee within a reasonable time after the conclusion of any meeting of the Committee for their comment and records. For the purposes of recording attendance only, the attendance of an alternate of members of the Committee will not be counted as attendance by the relevant member of the Committee themselves. The minutes of meetings shall record in sufficient detail of the matters considered and decisions reached, including any concerns raised by directors, members or dissenting views expressed.

- 3.14 Without prejudice to any requirement under the Listing Rules, a resolution in writing signed by all the members of the Committee (or their respective alternate) shall be as valid and effectual as if it had been passed at a meeting of the Committee duly convened and held.

4. ACCESS

- 4.1 The Committee shall have full access to senior management and may invite members of senior management or others to attend its meetings.
- 4.2 Members of senior management are obliged to supply to the Committee with adequate information in a timely manner to enable the Committee to make informed decisions. The information supplied must be complete and reliable. The information supplied must be complete and reliable. Where a member of the Committee requires more information than information provided voluntarily by senior management, the relevant member should make additional necessary enquiries.
- 4.3 The Company should provide the Committee with sufficient resources to perform its duties, including but not limited to, obtaining external independent professional advice and assistance from internal or external legal, accounting or other advisors at the expense of the Company if necessary.

5. REPORTING PROCEDURES

- 5.1 The Committee shall evaluate and assess its effectiveness and the adequacy of these Terms of Reference on an annual basis (or from time to time) and recommend any proposed changes to the Board.
- 5.2 The Committee shall consult the chairperson of the Board and/or chief executive officer of the Company about their remuneration proposals for other executive directors, and also seek independent professional advice if necessary.
- 5.3 The Committee shall report back to the Board and keep the Board fully informed of their decisions or recommendations, unless there are legal or regulatory restrictions on their ability to do so (such as a restriction on disclosure due to regulatory requirements).

6. AUTHORITY

- 6.1 The authorities and responsibilities of the Committee shall include such authorities and responsibilities set out in the relevant code provisions of the Corporate Governance Code (the “**CG Code**”) as contained in Appendix C1 to the Listing Rules (as amended from time to time).
- 6.2 The Committee is authorized by the Board to discharge its duties within these Terms of Reference. It is authorized to seek any remuneration information it requires from directors and/or senior management who are directed to co-operate with the Committee.
- 6.3 The Committee is authorized to obtain external independent professional advice and assistance from internal or external legal, accounting or other advisors.

- 6.4 The Committee is authorized to determine the procedures, process and criteria to be adopted in relation to the selection, appointment and setting the terms of reference of any external remuneration consultant who advises the Committee.

7. RESPONSIBILITIES AND DUTIES

Without prejudice to any requirements under the CG Code and the Listing Rules, the responsibilities and duties of the Committee shall include the following:

- 7.1 to make recommendations to the Board on the Company's policy and structure for all directors' and senior management remuneration and on the establishment of a formal and transparent procedure for developing remuneration policy;
- 7.2 to review and approve senior management's remuneration proposals with reference to the Board's corporate goals and objectives;
- 7.3 to (determine with delegated responsibility, if necessary) or to make recommendations to the Board on the remuneration packages of individual executive directors and senior management, including fixed pay, annual bonuses, shares or other incentive awards, benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their office or appointment;
- 7.4 to make recommendations to the Board on the remuneration of non-executive directors;
- 7.5 to consider factors such as the level of remuneration paid by comparable companies, the time commitment and responsibilities of directors and senior management, and the employment conditions of the Company and its subsidiaries ("**the Group**");
- 7.6 to provide the remuneration package required to attract, retain and motivate directors to run the Company successfully, and to avoid paying more than what is necessary for this purpose;
- 7.7 to ensure that performance-related elements of remuneration form a significant proportion of the total remuneration package of executive directors and are designed to align their interests with those of shareholders and to give directors incentives to perform at the highest levels;
- 7.8 to ensure that no director or any of their associates is involved in deciding their own remuneration. For the avoidance of doubt, members of the Committee must not be involved in deciding their own remuneration;
- 7.9 to review the Group's policy on expense reimbursements for directors and senior management;
- 7.10 to review the terms of executive directors' service contracts from time to time;

- 7.11 to review and approve compensation payable to directors and senior management for any loss or termination of office or appointment and compensation arrangements relating to dismissal or removal of directors for misconduct to ensure that it is consistent with contractual terms, is otherwise fair and not excessive, and is otherwise reasonable and appropriate;
- 7.12 to review and/or approve matters relating to share schemes under Chapter 17 of the Listing Rules, including any grants of options or awards to directors and senior management ((i) where share options or awards are granted to directors and/or senior management with a vesting period of less than 12 months, forming views on why a shorter vesting period is appropriate and how such grants align with the purpose of the relevant share incentive scheme; (ii) where share options or awards are granted to the directors and/or senior management without performance targets and/or clawback mechanism, forming views as to why performance targets and/or a clawback mechanism is/are not necessary and how such grants align with the purpose of the relevant share incentive scheme), and to make disclosure and give explanation on the appropriateness to such material matters (if any) being approved in the corporate governance report;
- 7.13 to advise the Board in relation to the preparation of the Board's remuneration report (if any) to shareholders; and
- 7.14 to consider and implement such other matters as the Board may from time to time determine or as otherwise required by the Listing Rules.

8. DECLARATION OF INTEREST

- 8.1 Each member of the Committee shall disclose to the to the Committee (i) any personal financial interest (other than as a shareholder of the Company) in any matter to be decided by the Committee; or (ii) any potential conflict of interest arising from a cross-directorship. Any such member shall abstain from voting on resolutions of the Committee in relation to which such interest exists and from participating in the discussions concerning such resolutions, and shall (if so required by the Board) resign from the Committee.

9. ANNUAL GENERAL MEETING

- 9.1 The Chairperson or in their absence, another member of the Committee or failing this, their duly appointed delegate, shall attend the annual general meeting (the "AGM") of the Company and be prepared to respond to questions at the AGM on the Committee's work and responsibilities.

10. PROVISION OF TERMS OF REFERENCE

- 10.1 The Committee shall make available these Terms of Reference on request and by inclusion on the Exchange of Hong Kong Limited's website and the Company's website, thereby explaining its role and the authority delegated to it by the Board.