

## **TPV TECHNOLOGY LIMITED**

(Incorporated in Bermuda with limited liability)

### **Terms of Reference of Remuneration Committee**

1. The Remuneration Committee (the “Committee”) of TPV Technology Limited (the “Company”) shall 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 policy on such remuneration.
2. The Committee shall have the delegated responsibility 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, and make recommendations to the board of the remuneration of non-executive directors. The Committee should consider factors such as 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. The Committee shall review and approve performance-based remuneration by reference to corporate goals and objectives resolved by the board from time to time.
4. The Committee shall 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. The Committee shall 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. The Committee shall ensure that no director or any of his associates is involved in deciding his own remuneration.
7. The Committee should have access to professional advice if considered necessary and be provided with sufficient resources to discharge its duties.
8. A majority of the members of the Committee should be independent non-executive directors.

Date : 9 June 2005