



# CRAZY SPORTS GROUP LIMITED

## 瘋狂體育集團有限公司

*(Incorporated in Bermuda with limited liability)*

(Stock code: 82)

### **Remuneration Policy (this “Policy”)**

#### **Introduction**

A formal and transparent remuneration policy is in place to determine the remuneration packages of individual directors (the “**Director(s)**”) and employees (the “**Employee(s)**”) of the Crazy Sports Group Limited (the “**Company**”) and its subsidiaries (collectively, the “**Group**”). This Policy aims to ensure the level of remuneration is appropriate to attract, retain and motivate the Directors and Employees to run the Group successfully but also avoid paying more than is necessary for this purpose.

The remuneration committee of the Company (the “**Remuneration Committee**”) is mandated to formulate this Policy for the Board’s approval, and to make recommendations to the Board on the Directors and Employees’ salary adjustment and share award. Any subsequent amendment of this Policy shall be reviewed and approved by the Remuneration Committee according to its Terms of Reference.

#### **This Policy**

1. In setting remuneration packages, the Company takes into account salary and employment conditions within the same industry and in comparable companies, as well as the Company’s relative performance and the performance of Directors and Employees.
2. The Company remunerates the Directors and Employees primarily based on their contribution, responsibilities, qualification and experience.
3. The Company has implemented share option schemes as incentive to the Directors and eligible Employees.
4. The components of remuneration for executive Directors comprise directors’ fees, basic remuneration, allowances and benefits in kind, share based payments and pension fund contributions.

5. The appointment of the non-executive Directors is for a fixed term of three years. The Remuneration Committee reviews the contracts of the Directors on an annual basis to ensure they are in line with policy and market practice.
6. The service contracts or letters of appointment of executive Directors and non-executive Directors prohibit the disclosure of confidential information relating to the Company both during the term of the contract and after its termination.
7. Director and Employee would not be involved in deciding his/her own remuneration.
8. Remuneration of the Directors and the senior management is disclosed in the annual reports of the Company.

*Last updated on 22 November 2022*