

Wing Lee Development Construction Holdings Limited

榮利營造控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 9639)

REMUNERATION POLICY

(this “Policy”)

The directors (the “**Directors**”) and senior management of Wing Lee Development Construction Holdings Limited 榮利營造控股有限公司 (the “**Company**”) receive compensation in the form of fees, salaries, contributions to pension schemes, other allowances, other benefits in kind and/or discretionary bonuses with reference to those paid by comparable companies, time commitment and performance of the Directors and senior management, as well as the performance of the Company and its subsidiaries (the “**Group**”).

The Group regularly reviews and determines the remuneration and compensation packages of its Directors and senior management by reference to, among other things, market level of remuneration and compensation paid by comparable companies, respective responsibilities of the Directors and senior management and performance of the Group.

The Remuneration Committee of the Board of Directors will review and determine the remuneration and compensation packages of the Directors with reference to their experience, responsibilities, workload and time devoted to the Group and performance of the Group.

This Policy is available in the English and Chinese language. In case of inconsistency, the English version shall prevail.

The Policy is made available on the website of the Company.