The Chinese version shall prevail in case of discrepancy or inconsistency between the Chinese version and the English version.

FINANCIAL STREET PROPERTY CO., LIMITED
金融街物業股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock code: 1502)

(hereinafter the "Company")

TERMS OF REFERENCE FOR THE REMUNERATION COMMITTEE OF THE BOARD OF DIRECTORS

revised on 12 August 2026

DEFINITIONS

1	Company	Financial Street Property Co., Limited (金融街物業股份有限公司)
2	Hong Kong Stock Exchange	The Stock Exchange of Hong Kong Limited
3	Board	the board of directors of the Company
4	Articles of Association	the articles of association of Financial Street Property Co., Limited as amended from time to time and considered and approved at the general meeting
5	Company Law	the Company Law of the People's Republic of China (中華人民共和國公司法)
6	Listing Rules	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, guidance letters, listing decisions and other regulatory documents issued by the Hong Kong Stock Exchange, as updated from time to time
7	Listing Regulations for the Company's shares	rules, regulations, guidelines and other regulatory documents that are issued and updated from time to time by regulatory authorities and stock exchanges of places where the Company's shares are listed and that the Company is required to comply with, including but not limited to regulatory documents issued by the Hong Kong Securities and Futures Commission and the Listing Rules
8	laws and regulations	laws, regulations, rules and regulatory documents of the PRC that have been formally issued and implemented and have not been repealed
9	PRC	the People's Republic of China, which for the purpose hereof shall only describe a geographic coverage and exclude the Hong Kong Special Administrative Region, the Macau Special Administrative Region and Taiwan for any reference to the "PRC" unless the context otherwise requires
10	more than or less than	the references to "more than" or "less than" herein shall include the given figure

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FINANCIAL STREET PROPERTY CO., LIMITED

TERMS OF REFERENCE FOR THE REMUNERATION COMMITTEE OF THE BOARD OF DIRECTORS

CHAPTER 1 GENERAL PROVISIONS

Article 1 In order to improve the decision-making procedures of the Board of the Company, optimize structure of corporate governance and fully safeguard the lawful rights and interests of the Company and its shareholders, the Company has formulated these terms of reference in accordance with the Company Law, the Listing Rules, and the Articles of Association and other relevant rules.

Article 2 The Remuneration Committee is established by the Board and shall be responsible to the Board.

Article 3 The Remuneration Committee shall be responsible for formulation and review of remuneration policies and plans for the Directors and members of senior management, study of appraisal criteria for the Directors and members of senior management and conducting the evaluation and providing evaluation opinions.

CHAPTER 2 COMPOSITION AND ORGANIZATION OF THE REMUNERATION COMMITTEE

Article 4 The Remuneration Committee shall be composed of three Directors, and the majority of them shall be independent non-executive Directors. The Remuneration Committee shall have one chairman, who shall be an independent non-executive Director.

Article 5 The duties and power of the chairman of the Remuneration Committee are as follows:

(1) to be in charge of the work of the Remuneration Committee;

(2) to convene and preside over regular and extraordinary meetings of the Committee;

(3) to supervise and review the execution of resolutions at meetings of the Committee;

(4) to execute material documentation of the Remuneration Committee;

(5) to report on the work to the Board regularly or in accordance with the work arrangements of the Board;

(6) other duties and power authorized by the Board.

Article 6 The Remuneration Committee should consult the Chairman of the Board and/or general manager about their remuneration proposals for other executive Directors. The Remuneration Committee should have access to independent professional advice if necessary.

Article 7 The terms of office of the members of the Remuneration Committee shall be the same as of their directorship. Members of the Remuneration Committee may be re-elected or re-appointed at the expiry of their terms of office.

No member shall, before the expiration of his/her term of office, be removed from office without cause, except where circumstances arise under laws and regulations, the Articles of Association or these terms of reference that render such member ineligible to hold office.

If any member ceases to be a Director of the Company before the expiry of his/her term of office or, as an independent non-executive Director, no longer has the independence required by the Articles of Association or the Listing Rules, he/she shall be automatically disqualified from acting as a Committee's member, and such vacancy shall be filled by the Board pursuant to these terms of reference.

Any change in the membership of the Remuneration Committee which involves changes in the Directors shall be approved at a general meeting in accordance with the procedures as required in the Articles of Association and announced in accordance with the regulatory requirements.

Article 8 A member of the Remuneration Committee may concurrently serve as a member of other committees under the Board, provided that such member is capable of concurrently performing such duties.

Article 9 The working body of the Remuneration Committee is the human resources functional department of the Company, which is responsible for formulating remuneration, benefits and incentive policies for the Directors and/or members of senior management, organizing and conducting performance appraisal and evaluation, and carrying out remuneration-related professional work as required by the Remuneration Committee.

The meeting notices, meeting minutes, meeting resolutions and other original documents of the Remuneration Committee shall be filed by the Office of the Board of the Company.

CHAPTER 3 DUTIES AND POWER OF THE REMUNERATION COMMITTEE

Article 10 The main duties and power of the Remuneration Committee are as follows:

(1) to provide recommendations to the Board on remuneration policies and frameworks for the Directors and/or members of senior management, as well as the formulation of formal and transparent remuneration policies, including but not limited to the performance evaluation criteria and procedures, the main evaluation system, the major plans and systems for rewards and punishments, etc.

(2) to formulate the management rules on remuneration and remuneration plans for the Directors and/or members of senior management and to make recommendations to the Board on specific remuneration packages of such persons, which shall include benefits in kind, pension rights and compensation payment (including compensation payable for loss or termination of office or appointment), and to make recommendations to the Board on the application of formal and transparent procedures for developing remuneration packages.

When determining the remuneration and benefits packages of Directors and/or members of senior management, the factors that the Remuneration Committee shall take into consideration include the salaries paid by comparable companies, time commitment and responsibilities of such Executive Directors and/or members of senior management, and the employment conditions for other positions in the Company and whether remuneration shall be determined based on performance, etc.

(3) to formulate the performance evaluation management methods for the members of senior management of the Company, formulate the evaluation plans and determine the evaluation objectives.

(4) to formulate the remuneration packages for individual Executive Directors and/or members of senior management in accordance with the Company's policies, objectives and annual performance evaluation as approved by the Board.

(5) to review and approve compensation payable to Executive Directors and/or members of senior management for any loss or termination of office or appointment to ensure that it is consistent with contractual terms; if it is not consistent with contractual terms, the compensation shall also be fair and reasonable.

(6) to review and approve compensation arrangements relating to dismissal or removal of Directors for misconduct to ensure that such arrangements are consistent with contractual terms; if they are not consistent with contractual terms, such compensation shall also be reasonable and appropriate.

(7) to ensure that no Director or any of his/her associates is involved in deciding his/her own remuneration.

(8) to review the performance of duties by the relevant Directors and members of senior management, conduct performance evaluations of them, and confirm the evaluation results are consistent with the remuneration and incentive policies.

(9) to supervise the effective implementation of the Company's remuneration system.

(10) to study the Company's share incentive plans and provide recommendations thereon; to review and/or approve matters relating to share schemes under Chapter 17 of the Listing Rules.

(11) to report to the Board its decisions or recommendations, except those which cannot be reported because of the laws or regulatory restrictions.

(12) other matters authorized by the Board.

(13) other relevant requirements for duties and power of the Remuneration Committee according to the Listing Regulations for the Company's shares.

The Remuneration Committee can engage professional institutions for assistance when it performs the above duties and power.

Article 11 The Remuneration Committee shall be responsible to the Board. The motions raised by the Remuneration Committee shall be submitted to the Board for review and approval, unless otherwise authorized by the Board.

Article 12 Any remuneration plan for the Directors proposed by the Remuneration Committee shall be agreed on by the Board and then submitted to the shareholders' general meeting for consideration and approval prior to implementation. Any remuneration plan for members of senior management of the Company proposed by the Remuneration Committee shall be submitted to the Board for review and approval.

Article 13 The Board has the right to veto remuneration proposals which are detrimental to the interests of all shareholders.

Article 14 The Company shall provide necessary funds and other resources to the Remuneration Committee for performing its duties.

Article 15 The Remuneration Committee shall, upon the invitation of the Chairman of the Board, have its chairman (or another member authorized by the chairman or, in the absence of the chairman, another member) attend the Company's annual general meeting and answer questions raised thereat.

Article 16 The Remuneration Committee shall, in accordance with the relevant requirements of the Listing Rules, make available its terms of reference and explain its role and the authority delegated to it by the Board on the websites of the Company and the stock exchange(s) on which the Company's shares are listed.

CHAPTER 4 WORK PROCEDURES OF THE REMUNERATION COMMITTEE

Article 17 The working body of the Remuneration Committee and relevant departments of the Company are responsible for the preparatory work in relation to the matters to be considered and/or proposed by the Remuneration Committee, and to provide relevant written materials in accordance with the requirements of the Remuneration Committee in a timely, complete and truthful manner, including but not limited to:

(1) the progress of fulfillment by the Company of its key financial targets and business objectives;

(2) the division of labor of the Company's members of senior management and the execution of their respective main duties;

(3) the progress of target achievement considered in the appraisal system of working performance of Directors and members of senior management;

(4) the basis for formulating the Company's plans and remuneration distribution methods based on the Company's performance.

Article 18 The performance appraisal and evaluation of the Directors and/or members of senior management by the Remuneration Committee shall generally be conducted after the end of the financial year. If it involves changes in the composition of the Board and/or members of senior management of the Company, a special appraisal and evaluation may be conducted. The procedures for annual or special appraisal and evaluation are as follows:

(1) the Directors and members of senior management of the Company shall report their work and provide self-appraisals to the Board and the Remuneration Committee;

(2) the Board and the Remuneration Committee shall, in accordance with the applicable appraisal and evaluation mechanism, appraise and evaluate the Directors and/or members of senior management and evaluate their innovative capabilities and business potential;

(3) to vote on the remuneration amounts and incentive methods for the Directors and/or members of senior management based on the results of position-based performance appraisal and remuneration distribution policies, and to propose to the Board of the Company for consideration and voting.

CHAPTER 5 RULES OF PROCEDURE

Article 19 Meetings of the Remuneration Committee can be classified into regular meetings and extraordinary meetings. The Remuneration Committee shall hold at least one regular meeting annually. An extraordinary meeting shall be convened under any of the following circumstances:

(1) whenever the Board deems necessary;

(2) whenever the chairman of the Remuneration Committee deems necessary;

(3) when proposed by more than two members of the Committee.

Article 20 For the convening of a regular or extraordinary meeting, a notice of meeting stating the time and venue of the meeting, form of meeting, reason and agenda, convener and chairperson of the meeting shall be given to all members of the Remuneration Committee no later than five days prior to the meeting by phone, e-mail, fax or other means.

Article 21 A meeting of the Remuneration Committee shall be presided over by the chairman of the Committee. If the chairman is unable to attend or if the position of chairman is vacant, the meeting may be presided over by a member of the Committee who is an independent non-executive Director.

Article 22 A meeting of the Remuneration Committee shall not be held unless attended in person by above two-thirds of its members. Members of the Remuneration Committee shall attend the meeting onsite or by way of teleconference or by means of similar communication equipment. If a member is unable to attend the meeting, he/she may authorize another member of the Committee in writing to attend and/or vote at the meeting on his/her behalf. The power of attorney shall specify the name of the proxy, the matters delegated, the scope and term of authorization, and shall bear the signature of the principal and be submitted to the chairman of the meeting before the meeting is convened.

Article 23 If a meeting of the Remuneration Committee is held, the Committee may, when necessary, invite other Directors and members of senior management of the Company to attend the meeting as non-voting participants. The Committee may engage intermediaries to provide independent professional opinions for its decision-making, and shall enter into a confidentiality agreement. Any reasonable expenses incurred as a result shall be borne by the Company.

Article 24 In the voting at a meeting of the Remuneration Committee, each member shall have one vote and may cast a vote in favour, against or abstain. A resolution of the meeting shall be passed only if it is approved by more than half of all the members.

Article 25 Where a meeting of the Remuneration Committee discusses any matter involving a member of the Committee, such member shall abstain from voting. A resolution of the meeting shall be passed only if it is approved by more than half of all the members who are not required to abstain from voting.

Article 26 The motions considered and the voting results of the Remuneration Committee meeting shall be reported to the Board of the Company in writing. Any motion that has not been passed after consideration shall not be proposed to the Board of the Company for consideration and/or voting.

Article 27 Members attending the meeting and other persons sitting in on the meeting shall undertake confidentiality obligations in respect of all matters discussed at the meeting and shall not disclose relevant information without prior approval.

Article 28 There shall be complete minutes of any meeting of the Remuneration Committee. Members attending such meeting shall sign the minutes. The original copies of the minutes shall be kept by the Office of the Board of the Company, and copies thereof shall be delivered to all members of the Committee.

CHAPTER 6 THE SUPERVISION AND ASSESSMENT SYSTEM OVER THE REMUNERATION COMMITTEE BY THE BOARD

Article 29 The Remuneration Committee is subject to the supervision of the Board of the Company. The Board shall evaluate the work of the Remuneration Committee at the end of each year.

Article 30 The contents of the evaluation include but are not limited to:

(1) whether the working mechanism applicable to the Remuneration Committee (including these terms of reference) meets the requirements of laws, regulations and regulatory authorities;

(2) whether the members of the Remuneration Committee are independent of the management of the Company, and whether the performance of duties by the Remuneration Committee is in compliance with the working mechanism applicable to it (including these terms of reference);

(3) whether each member has the legal qualification, appropriate professional capabilities and experience for taking office;

(4) whether each member fully understands and performs his/her duties.

Article 31 The Remuneration Committee shall submit the annual work report to the Board within four months from the end of each accounting year. The Remuneration Committee shall ensure that the Company discloses details of any remuneration payable to members of senior management by band in its annual reports.

CHAPTER 7 SUPPLEMENTARY PROVISIONS

Article 32 Unless otherwise stated, terms used in these terms of reference shall have the same meanings ascribed to them in the Articles of Association and the Rules of Procedure of the Board of Directors.

Article 33 These terms of reference shall take effect on the date of approval by the Board following its review and voting.

Article 34 Any matters not covered by these terms of reference or in the event that these terms of reference are inconsistent with the laws and regulations, the Listing Regulations for the Company's shares and the Articles of Association, the laws and regulations, the Listing Regulations for the Company's shares and the Articles of Association shall prevail and these terms of reference shall be amended as soon as possible and submitted to the Board for consideration and approval.

Article 35 The amendments to and the interpretation of these terms of reference shall be made by the Board.