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哈电集团
HARBIN ELECTRIC CORPORATION

哈尔滨电气股份有限公司

HARBIN ELECTRIC COMPANY LIMITED

(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(Stock Code: 1133)

TERMS OF REFERENCE OF THE REMUNERATION COMMITTEE

In reference to the <(Temporary) Rules for the Operation of Special Committees of the Board of Directors> of Harbin Electric Company Limited (“the Company”), the terms of reference of the remuneration committee of the board of directors of the Company are as follows:

1. To review the remuneration system and remuneration policies of the Company and to advice and make recommendations thereon;
2. To determine the remuneration packages of the directors and senior management of the Company;
3. To access and evaluate the performance of the directors and senior management of the Company as well as their remunerations;
4. To carry out other duties as authorized or delegated by the board of directors.

By Order of the Board
Liu Zhi-quan
Company Secretary

15 May 2012,
Harbin, PRC

As at the date of this announcement, the non-executive directors of the Company are Mr. Gong Jing-kun, Mr. Zou Lei and Mr. Duan Hong-yi; the executive Directors are Mr. Wu Wei-zhang and Mr. Shang Zhong-fu; and the independent non-executive directors are Mr. Sun Chang-ji, Mr. Jia Cheng-bing, Ms. Li He-jun, Mr. Yu Bo and Mr. Liu Deng-qing.