

## **RETIREMENT COMMITTEE CHARTER**

### **I. INTRODUCTION**

The Committee shall review this Charter on an annual basis, if warranted, and recommend any proposed changes to the Board for approval.

### **II. COMPOSITION**

The Committee shall be composed of at least three (3) members of the Board of Directors and two (2) other appointees who may or may not be members of the Board.

The members of the Committee shall be approved by the Board on the recommendation of the Corporate Governance Committee. Committee members may be replaced by the Board.

### **III. MEETINGS**

The Committee shall meet at one time each calendar year, unless warranted by an exigency.

### **IV. PURPOSE**

The Committee shall discharge the Board of Directors' responsibilities relating to oversight of the investment of the funds of the Company's retirement benefit plans and the performance of plan trustee and investment fiduciaries.

### **V. DUTIES AND RESPONSIBILITIES**

The Retirement Committee shall:

1. Oversee the appointment and replacement of the trustee or investment manager for the funds of the employee retirement benefit plans (including savings plans) of the Company as may be deemed appropriate.
2. Review the funding strategies being utilized for such funds based on professional analysis by outside actuaries, if one has been engaged, and other experts within or outside the China Bank group, as may be deemed appropriate.
3. Review policies relating to investments for such employee retirement benefit plan fund assets
4. Oversee the activities of any committees, group or division or individuals in directing the investment of such employee retirement benefit plan fund assets

5. Report regularly to the Board of Directors of the Company and perform such other non-fiduciary functions as may be assigned to it from time to time by the Board or its Chairman
6. Form and delegate authority to subcommittees when appropriate.
7. Undertake an annual performance evaluation of the activities of the Committee, including the Committee's responsibilities as set forth above.