



**HUISHENG INTERNATIONAL HOLDINGS LIMITED**

**惠生國際控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 1340)**

**(the “Company”)**

**TERMS OF REFERENCE OF  
THE NOMINATION COMMITTEE**

**(Adopted on 11 February 2014,  
amended on 31 December 2018 and 30 June 2025)**

## 1. MEMBERSHIP

- 1.1 Members (the “**Member(s)**”) of the Nomination Committee (the “**Committee**”) shall be appointed by the board (the “**Board**”) of directors (the “**Director(s)**”) of the Company from amongst the Directors only and shall consist of not less than three (3) Members.
- 1.2 The majority of the Members shall be independent non-executive Directors.
- 1.3 The chairman (the “**Chairman**”) of the Committee shall be appointed by the Board or elected among the Members and shall be the chairman of the Board or an independent non-executive Director.
- 1.4 The term of membership will be one (1) year from the date of appointment subject to renewal and shall be governed by the provisions of the articles of association (the “**Articles**”) of the Company.
- 1.5 The appointment of the Members and secretary of the Committee (the “**Secretary**”) may be revoked, or additional Members may be appointed by separate resolutions passed by the Board and by the Committee. An appointment of the Member shall be automatically revoked if such Member ceases to be a Director.
- 1.6 The company secretary of the Company or his or her nominee shall act as the Secretary.
- 1.7 The Committee must consist of at least one Director of a different gender.

## 2. PROCEEDINGS OF THE COMMITTEE

### 2.1 Notice

- (a) Unless otherwise agreed by all the Members, a meeting (the “**Meeting**”) of the Committee shall be called by at least fourteen (14) days’ notice.

- (b) A Member may, and at the request of a Member, the Secretary shall, at any time summon a Meeting. Notice shall be given to each Member at least fourteen (14) days before the date of the meeting orally in person or in writing or by telephone or by telex or telegram or facsimile transmission or electronic mail at the telephone number or facsimile number or address or email address from time to time notified to the Secretary by such Member or by such other means as the Members may from time to time determine. Any notice given orally shall be confirmed in writing as soon as practicable and before the meeting.
- (c) Notice of Meeting shall state the purpose, time and place of the Meeting. An agenda together with other documents which may be required to be considered by the Members for the purposes of the Meeting should generally be delivered to the Members with the Notice of Meeting and in any event not less than three (3) days before the intended date of the Meeting (or such other period as all the Members may agree).

## **2.2 Quorum**

The quorum of the Meeting shall be constituted by two (2) Members, one of which should be an independent non-executive Director.

## **2.3 Frequency of Meetings**

- (a) The Committee shall meet before the holding of an annual general meeting of the Company where appointment of directors will be considered. Meetings of the Committee shall be held not less than once a year.
- (b) Additional Meetings shall be held as the work of the Committee demands or as convened by any Members at his or her discretion.
- (c) Save as otherwise provided herein expressly, proceedings of Meetings of the Committee shall be governed by the provision of the Articles for regulating the proceedings of meetings of the Board mutatis mutandis.

## 2.4 Voting

Resolutions of the Committee at any Meeting shall be passed by a majority of votes of the Members present.

## 2.5 Others

Meetings could be held in person, by telephone or by video conference. Members may participate in a Meeting by means of a conference telephone or similar communication equipment by means of which all persons participating in the Meeting are capable of hearing each other.

# 3. WRITTEN RESOLUTIONS

A resolution in writing signed by all Members shall be as valid and effectual as if it had been passed at a Meeting and may consist of several documents in like form each signed by one or more of the Members. Such resolution may be signed and circulated by fax or other electric communications. This provision is without prejudice to any requirement under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) for a Board or Committee meeting to be held.

# 4. ALTERNATE MEMBERS

No alternate Members can be appointed.

# 5. AUTHORITY

The Committee is authorised by the Board:

- (a) to seek any information it requires from any employee of the Company and its subsidiaries (together, the “**Group**”) and any professional advisers in order to perform its duties, to require any of them to prepare and submit reports and to attend Committee meetings and to supply information and address the questions raised by the Committee;

- (b) to review the performance of the Directors and the independence of independent non-executive Directors in relation to their appointment or reappointment as Directors;
- (c) to obtain, at the Company's expenses, outside legal or other independent professional advice on or assistance to any matters within these terms of reference, including the advice of independent human resource consultancy firm or other independent professionals, as it considers necessary and to secure the attendance of outsiders with relevant experience and expertise at its meetings if it considers this necessary;
- (d) to commission any search (including without limitation litigation, bankruptcy and credit searches), report, survey or open recruitment, at the Company's expenses, which it deems necessary to help it fulfill its duties and should be provided with sufficient resources to discharge its duties;
- (e) to obtain sufficient resources from the Company to perform its duties;
- (f) to review annually these terms of reference and their effectiveness in the discharge of its duties and to make recommendation to the Board any changes it considers necessary; and
- (g) to exercise such powers as the Committee may consider necessary and expedient so that their duties under section 6 below can be properly discharged.

## **6. DUTIES**

The duties of the Committee shall include, without limitation:

- (a) to formulate nomination policy for consideration of the Board and implement the nomination policy laid down by the Board;

- (b) without prejudice to the generality of foregoing:
- (i) to review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually, assist the Board in maintaining a board skills matrix, and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy. When reviewing the structure, size and composition of the Board, the Committee shall take into consideration of a number of factors, including but not limited to gender, age, cultural and educational background, or professional experience in accordance with the board diversity policy adopted by the Company from time to time to achieve Board diversity;
  - (ii) to draw up, review and update, as appropriate, the diversity policy concerning the diversity of its board members and the diversity of its workforce (including senior management) for the Board's approval having due regard to the requirements of the Listing Rules, review and update the objectives that the Board has set for implementing such policy;
  - (iii) to develop, review and implement, as appropriate, the policy, criteria and procedures for the identification, selection and nomination of candidates for Directors for the Board's approval. Such criteria includes but not limited to the potential contributions a candidate can bring to the Board in terms of qualifications, skills, experience, independence and gender diversity;
  - (iv) to identify individuals suitably qualified to become Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships;
  - (v) to assess the independence of independent non-executive Directors, including the length of tenure and any issue of overboarding. Where the Board proposes a resolution to elect an individual as an independent non- executive director at the general meeting, it should set out in the circular to shareholders and/or explanatory statement accompanying the notice of the relevant general meeting:
    - a. the process used for identifying the individual and why the Board believes the individual should be elected and the reasons why it considers the individual to be independent;

- b. if the proposed independent non-executive director will be holding their seventh (or more) listed company directorship, why the Board believes the individual would still be able to devote sufficient time to the Board;
  - c. the perspectives, skills and experience that the individual can bring to the Board; and
  - d. how the individual contributes to diversity of the Board;
- (vi) to make recommendations to the Board on the appointment or reappointment of Directors and senior management, in particular, the chairman and chief executive of the Company, taking into account all factors which the Committee considers appropriate including the challenges and opportunities facing the Group and skills and expertise required in the future and ensure that senior management succession planning is discussed at the Board meeting at least once annually;
- (vii) keep under review the leadership needs and leadership training and development programmes of the Group, with a view to ensuring the continued ability of the Group to function effectively and compete in the market;
- (viii) evaluate the needs for, and monitor the training and development of, directors;
- (ix) develop the procedures for the performance evaluation of the Board committees:
  - a. review and assess the skills, knowledge and experience required to serve on various Board committees, and make recommendations on the appointment of members of Board committees and the chairman of each committee;
  - b. recommend candidates to the Board to fill vacancies or new positions on the Board committees as necessary or desirable;

- c. review the feedback in respect of the role and effectiveness of the Board committees arising from the evaluation of the Board and/or any Board committees and make recommendations for any changes; and succession planning for Directors, in particular the chairman and the chief executive;
- (x) to adopt nomination procedures, process and criteria to select and recommend candidates for appointment of new directors to the Board committees;
- (xi) to ensure that the Board and its committees consist of directors with the appropriate balance of skills, diversity and knowledge of the Company and the Group to enable to the Committee to effectively discharge its powers and functions conferred on it by the Board;
- (xii) to conform to any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the Articles or imposed by legislation and the Listing Rules;
- (xiii) to assess each Director's time commitment and contribution to the Board, as well as the Director's ability to discharge his or her responsibilities effectively, taking into account professional qualifications and work experience, existing directorships of issuers listed on the Main Board or GEM of The Stock Exchange of Hong Kong Limited and other significant external time commitments of such Director and other factors or circumstances relevant to the Director's character, integrity, independence and experience;
- (xiv) to ensure the Chairman, or in the absence of the Chairman, another member of the Committee or failing this his/her duly appointed delegate, to be available to answer questions at the annual general meeting of the Company;
- (xv) to assess and record all factors, considerations, decision-making processes, and discussions that are relevant to whether independent non-executive Directors who have served for more than nine years in the Company shall be re-elected by the shareholders; and
- (xvi) to support the Company's regular evaluation of the Board's performance.



- (c) in respect of any proposed service contracts to be entered into by any members of the Group with its director or proposed director, which require the prior approval of the shareholders of the Company at general meeting, to review and provide recommendations to the shareholders of the Company (other than shareholders who are directors with a material interest in the relevant service contracts and their respective associates) as to whether the terms of the service contracts are fair and reasonable and whether such service contracts are in the interests of the Company and the shareholders as a whole, and to advise shareholders on how to vote;
- (d) to review and recommend to the Board on any revisions to the diversity policy, as appropriate, review the measurable objectives for implementing such diversity policy from time to time adopted by the Board to ensure its effectiveness and to disclose the diversity policy or a summary of such policy in the corporate governance report annually; and
- (e) to consider other topics, as defined by the Board.

## **7. REPORTING PROCEDURES**

- 7.1 The Committee shall report to the Board on a regular basis. In particular, the Committee shall report to the Board their findings and recommendations.
- 7.2 Full minutes of the Meetings should be kept by the Secretary. Draft and final versions of minutes of Meetings shall be circulated to all Members for their comment and records within a reasonable period of time after each Meeting. The Secretary shall circulate draft and final versions of the minutes of Meetings and all written resolutions of the Committee to all members of the Board, keeping the Board informed of the Committee's activities, decisions and recommendations on regular basis. The Secretary shall keep record of all Meetings held during each financial year of the Company and records of individual attendance of members of the Committee, on a named basis, at meeting held during that financial year.
- 7.3 Reports to the Board and minutes of the Committee should be approved by the Committee before submitting to the Board.

## **8. ANNUAL GENERAL MEETING**

The Chairman or another Member shall attend the Company's annual general meeting and be prepared to respond to questions raised by shareholders on the Committee's activities and responsibilities.

## **9. AVAILABILITY AND UPDATE OF THE TERMS OF REFERENCE**

These terms of reference shall be updated and revised as and when necessary in light of changes in circumstances and changes in regulatory requirements (e.g. the Listing Rules) in Hong Kong. These terms of reference shall be made available to the public by including the information on The Stock Exchange of Hong Kong Limited's website and the Company's website.

**The Chinese version is for reference only, and the English version shall prevail in case of any inconsistency between the English version and the Chinese translation thereof.**