



長城環亞控股有限公司*

GREAT WALL PAN ASIA HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)
(Stock Code: 583)

TERMS OF REFERENCE OF THE NOMINATION COMMITTEE

(Revised and approved by Board Resolutions on 22 March 2017 and 18 June 2025)

1. CONSTITUTION

- 1.1 The board (the “Board”) of directors (the “Directors”) of Great Wall Pan Asia Holdings Limited (the “Company”) resolved to establish a Committee of the Board known as the Nomination Committee on 1 April 2005.

2. MEMBERSHIP

- 2.1 The Nomination Committee shall be appointed by the Board and will comprise a minimum of three members. The majority of Nomination Committee members shall be independent non-executive directors of the Company. At least one Director of a different gender to the Nomination Committee should be appointed.
- 2.2 Each appointment to the Nomination Committee shall be for a period of up to three years.

3. CHAIRMAN

- 3.1 The Board shall appoint the chairman of the Nomination Committee. The chairman must be the Chairman of the Board. The chairman has the responsibility of liaising with the Board.
- 3.2 The chairman of the Nomination Committee shall chair the meetings of the Nomination Committee.
- 3.3 In the absence of the chairman of the Nomination Committee, the remaining members present shall elect one of themselves to chair the meetings of the Nomination Committee.

* For identification purpose only

4. QUORUM AND VOTING OF MEETINGS

- 4.1 The quorum necessary for the transaction of business shall be two members. If only two members are in attendance, then both members shall be independent non-executive Directors. If more than two members are in attendance, then a majority of the members shall be independent non-executive Directors.
- 4.2 Questions arising in any meetings shall be decided by a simple majority of votes.

5. ATTENDANCE AT MEETINGS

- 5.1 The Nomination Committee members may attend meetings of the Nomination Committee either in person or through other electronic means of communication (if made available by the Company). Should any member of the Nomination Committee wish to attend a meeting through electronic communications, prior arrangements shall be made with the secretary of the Nomination Committee.
- 5.2 The Chairman of the Board shall be in attendance with other senior management if deemed appropriate and invited by the Nomination Committee.
- 5.3 The Company Secretary shall be the secretary of the Nomination Committee.

6. FREQUENCY OF MEETINGS

- 6.1 The Nomination Committee shall meet at such times as the chairman of the Nomination Committee shall require, at least one meeting shall be held each year.
- 6.2 Any member of the Nomination Committee may request a meeting if he/she considers that one is necessary.

7. NOTICE OF MEETINGS

- 7.1 Meetings of the Nomination Committee shall be convened by the secretary of the Nomination Committee at the request of any of its members.

- 7.2 Unless otherwise agreed, notice of each meeting confirming the venue, time and date shall be sent to each member of the Nomination Committee, and to any other person required to attend:
- 7.2.1 in relation to all regular meetings of the Nomination Committee, at least 14 days before the date of the meeting; and
- 7.2.2 in relation to all other meetings of the Nomination Committee, within a reasonable time prior to the date of the meeting.
- 7.3 An agenda of items to be discussed, together with supporting papers shall be sent to Nomination Committee members and to other attendees within a reasonable period of time prior to the date of the meeting.
- 7.4 Any member of the Nomination Committee shall be entitled, by notice to the secretary of the Nomination Committee, to include other matters relevant to the functions of the Nomination Committee in the agenda of a Nomination Committee meeting.

8. MINUTES OF MEETINGS

- 8.1 The secretary of the Nomination Committee (or his/her delegate) in attendance at the meetings of the Nomination Committee shall prepare minutes in sufficient detail of the proceedings and resolutions of all such meetings, including the names of those present and in attendance. The minutes should also include any concerns raised by any member of the Nomination Committee and/or dissenting views expressed.
- 8.2 The secretary of the Nomination Committee shall ascertain, at the beginning of each meeting, the existence of any conflicts of interest and minute them accordingly. The relevant member of the Nomination Committee shall not be counted towards the quorum and he/she must abstain from voting on any resolution of the Nomination Committee in which he/she and/or his/her associates have a material interest.
- 8.3 Draft and final versions of minutes of the Nomination Committee meetings shall be sent to all Nomination Committee members for their comments and records respectively, within a reasonable time after the meeting. Once they are agreed, the secretary of the Nomination Committee shall circulate the minutes and reports of the Nomination Committee to all members of the Board.

- 8.4 Minutes of the Nomination Committee meetings shall be kept by the secretary of the Nomination Committee and shall be available for inspection by any member of the Nomination Committee and/or any Director of the Company at any reasonable time on reasonable notice.

9. ANNUAL GENERAL MEETINGS

- 9.1 The chairman of the Nomination Committee shall endeavour to attend the annual general meetings of the Company and be prepared to respond to any shareholder questions on the Nomination Committee's activities.
- 9.2 If the chairman of the Nomination Committee is unable to attend an annual general meeting of the Company, he/she shall arrange for another member of the Nomination Committee, or failing this, his/her duly appointed delegate, to attend in his/her place. Such person shall be prepared to respond to any shareholder questions on the Nomination Committee's activities.

10. REPORTING RESPONSIBILITIES

- 10.1 After each meeting, the chairman of the Nomination Committee shall report formally to the Board on all matters within its duties and responsibilities.
- 10.2 The Nomination Committee shall make whatever recommendations it deems appropriate to the Board on any area within its remit where action or improvement is needed.
- 10.3 The Nomination Committee shall, with the assistance of the secretary of the Nomination Committee, compile a report to shareholders on its role and activities, and the policy concerning diversity of board members to be included in the Company's Corporate Governance Report.

11. AUTHORITY

11.1 The Nomination Committee is authorized by the Board:

11.1.1 to make full use of intermediary agencies to identify qualified candidates at the Company's expense; and

11.1.2 to conduct interviews with prospective candidates for nomination.

12. DUTIES

12.1 The Nomination Committee shall be responsible for:–

12.1.1 reviewing the structure, size and composition (including the skills, knowledge, experience and diversity representation) of the Board at least annually, assisting the Board in maintaining a board skill matrix, and making recommendations on any proposed changes to the Board to complement the Company's corporate strategy;

12.1.2 identifying qualified individuals to become members of the Board and selecting or making recommendations to the Board on the selection of individuals nominated for directorships;

12.1.3 assessing the independence of independent non-executive Directors;

12.1.4 making recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors and senior management;

12.1.5 supporting the Company's regular evaluation of the Board's performance;

12.1.6 reviewing and assessing regularly each Director's time commitment and contribution to the Board, as well as the Director's ability to discharge his or her responsibilities; and

12.1.7 reviewing the effectiveness of the Company's Board Diversity Policy annually and making recommendations to the Board on the measurable objectives for achieving diversity on the Board.

13. OTHER

- 13.1 The Nomination Committee shall have access to sufficient resources in order to perform its duties. In the event that the Nomination Committee determines that it has insufficient resources, it may make a request for additional resources to the Board through the Company Secretary.
- 13.2 All members of the Nomination Committee shall have access to the advice and services of the secretary of the Nomination Committee with a view to ensuring that procedures of the Nomination Committee and all applicable laws, rules and regulations are followed.
- 13.3 Any member of the Nomination Committee may require access to outside legal or other independent professional advice in connection with his/her duties at the Company's expense. All such requests shall be processed in accordance with the Company's procedures for seeking independent professional advice by Directors.
- 13.4 Every member of the Nomination Committee shall give sufficient time and attention to his/her duties as a member of the Nomination Committee. He/she shall give the Company the benefit of his/her skills and expertise through regular attendance and active participation.