



HEVOL SERVICES GROUP CO. LIMITED
和泓服務集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 6093)

(Amended and restated with effect from 30 June 2025)

TERMS OF REFERENCE OF THE NOMINATION COMMITTEE

The nomination committee (“**Committee**”) of Hevol Services Group Co. Limited (“**Company**”) was established pursuant to the resolution passed by the board of directors (“**Directors**”) of the Company (“**Board**”) on 14 June 2019. Set out below are the amended and restated terms of reference (“**Terms of Reference**”) of the Committee.

1. PURPOSE

- 1.1 The purpose of the Committee is to identify, consider and recommend to the Board appropriate candidates to serve as Directors, to oversee the process for evaluating the performance of the Board, to ensure diversity (including gender diversity), and to develop and recommend to the Board nomination and succession guidelines, which shall be consistent with any applicable laws, regulations and listing standards.

2. COMPOSITION

- 2.1 The Committee shall be appointed by the Board from time to time and shall consist of a majority of independent non-executive Directors who shall meet the independence requirements from time to time as stipulated in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**Listing Rules**”) (as amended from time to time), with at least one member of a different gender.
- 2.2 The Board shall appoint one member of the Committee as the chairman (“**Chairman**”) who is either the chairman of the Board or an independent non-executive Director.

3. MEETINGS

- 3.1 Unless otherwise specified hereunder, the provisions contained in the Company's articles of association ("**Articles**") (as amended from time to time) for regulating meetings and proceedings of directors shall apply to the meetings and proceedings of the Committee.
- 3.2 Members of the Committee may attend meetings of the Committee either in person or through other electronic means of communication or in such other manner as the members may agree.
- 3.3 The Committee shall meet at least once annually, or more frequently if circumstances require.
- 3.4 Members of the Committee may be represented at a meeting of the Committee by an alternative appointed by him or her.
- 3.5 The Chairman shall be responsible for leading the Committee, including scheduling meetings, preparing agendas and making regular reports to the Board.
- 3.6 A meeting of the Committee may be convened by any of its members.
- 3.7 The quorum for any meeting of the Committee shall be two members of the Committee.
- 3.8 Unless otherwise agreed by all the members of the Committee, prior notice of at least seven days shall be given for a regular meeting of the Committee. For all other meetings of the Committee, reasonable notice shall be given. The Chairman shall determine whether or not a meeting of the Committee is a regular meeting.
- 3.9 The agenda and accompanying supporting papers shall be sent to all members of the Committee and to other attendees as appropriate at least three days before the date of the meeting (or such other period as the members may agree).
- 3.10 Each member shall have one voting right. Subject to the Articles, questions arising at any meeting of the Committee shall be decided by a majority of votes, and in case of an equality of votes, the Chairman shall have a second or casting vote.
- 3.11 The members of the Committee shall appoint a secretary of the Committee ("**Secretary**") to take minutes. In the absence of the Secretary, his or her delegate(s) or any person elected by the members of the Committee present at the meeting of the Committee, shall attend the meeting of the Committee and take minutes. Any such minutes shall be conclusive evidence of any such proceedings if they purport to be signed by the Chairman or the Secretary of the meeting or succeeding meeting.

- 3.12 Full minutes of meetings of the Committee and attendance records shall be kept by the Secretary, the company secretary or any one of the joint company secretaries of the Company, as the case may be. They shall be open for inspection at any reasonable time on reasonable notice by any Director.
- 3.13 Minutes of meetings of the Committee and the record of individual attendance at such meetings shall be prepared by the Secretary which shall be sent to all members of the Board within a reasonable time after the conclusion of any meeting of the Committee for their comment and records. For the purposes of recording attendance only, the attendance of an alternate of members of the Committee will not be counted as attendance by the relevant member of the Committee himself or herself. The minutes of meetings shall record details of the matters considered and decisions reached, including any concerns raised by Directors or dissenting views expressed.
- 3.14 Without prejudice to any requirement under the Listing Rules, a resolution in writing signed by all the members of the Committee (or their respective alternate) shall be as valid and effectual as if it had been passed at a meeting of the Committee duly convened and held.

4. ACCESS

- 4.1 The Committee shall have full access to management and may invite members of management or others to attend its meetings.
- 4.2 The Company should provide the Committee with sufficient resources to perform its duties, including but not limited to obtaining independent professional advice and assistance from internal or external legal, accounting or other advisors at the expense of the Company if necessary.

5. REPORTING PROCEDURES

- 5.1 The Committee will consult the chairman of the Board and/or the chief executive officer of the Company about its proposals relating to the selection and appointment of Directors.
- 5.2 The Committee shall evaluate and assess its effectiveness and the adequacy of its Terms of Reference on an annual basis and recommend any proposed changes to the Board.
- 5.3 The Committee shall report back to the Board on its decisions or recommendations, unless there are legal or regulatory restrictions on its ability to do so (such as a restriction on disclosure due to regulatory requirements).

6. AUTHORITY

- 6.1 The authorities and responsibilities of the Committee shall include such responsibilities and authorities set out in the relevant code provisions of the Corporate Governance Code (“**CG Code**”) as contained in Appendix C1 of the Listing Rules (as amended from time to time).
- 6.2 The Committee is authorised by the Board to determine the procedures, process and criteria to be adopted in relation to the selection and recommendation of candidates for directorship.

7. RESPONSIBILITIES AND DUTIES

- 7.1 Without prejudice to any requirement under the CG Code, the responsibilities and duties of the Nomination Committee shall include, but shall not be limited to the following:
- (a) to review the structure, size, composition and diversity (including the skills, knowledge, experience and gender) of the Board at least annually, to assist the Board in maintaining a Board skills matrix and to make recommendations on any proposed changes to the Board to complement the Company’s corporate strategy;
 - (b) to develop the policies concerning diversity of Board members (including but not limited to gender diversity) (the “**Board Diversity Policy**”), review on an annual basis the implementation and effectiveness of the Board Diversity Policy, and disclose the Board Diversity Policy or a summary of such and the results of its review of the implementation of the Board Diversity Policy in the corporate governance report including where required under the Listing Rules, measurable objectives and progress towards achieving diversity targets;
 - (c) to develop nomination procedures and the process and criteria for identifying and assessing the qualifications of and evaluating candidates for directorship;
 - (d) to identify individuals who are suitably qualified to become a member of the Board and to select or make recommendations to the Board on the selection of individuals nominated for directorships, with due regard to the Board Diversity Policy;
 - (e) to assess the independence of independent non-executive Directors, having regard to their tenure of service, number of directorships held in other listed companies, and such other requirements under the Listing Rules;
 - (f) to assess each Director’s time commitment and contribution to the Board on an annual basis, taking into consideration each Director’s other significant external time commitments and other factors relevant to their character, integrity, independence and experience, and making relevant disclosures on such assessment pursuant to the Listing Rules;

- (g) to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular, the Chairman and the chief executive of the Company; and
- (h) to support the regular evaluation of the performance of the Board.

8. ANNUAL GENERAL MEETING

- 8.1 The Chairman or in his or her absence, another member of the Committee or failing this, his or her duly appointed delegate, shall attend the annual general meeting (“**AGM**”) of the Company and be prepared to respond to questions at the AGM on the Committee’s work and responsibilities.

* *If there is any inconsistency between the English and Chinese versions of these terms of reference, the English version shall prevail.*