

Zhejiang Shibao Company Limited

(the “Company”)

Rules of Procedure of Nomination Committee

1. Membership

- 1.1 Members of the nomination committee (the “Committee”) shall be appointed by the board of directors (the “Board”). The Committee shall have at least three (3) directors.
- 1.2 The Committee members shall be nominated by the chairman of the Company or nominated jointly by more than one-third of the Board members, and shall be appointed by more than half of the votes of all Board members.
- 1.3 A majority of the members of the Committee shall be independent non-executive director (the “INED”).
- 1.4 The chairman of the Committee shall be acted by an INED who shall be appointed by the Board.
- 1.5 The company secretary of the Company shall serve as the secretary of the Committee.

2. Authority

- 2.1 The Committee shall be responsible to the Board. The Committee shall submit its proposals to the Board for review and approval.
- 2.2 The Committee shall have the right to consult external independent professional opinion, and invite external parties with the relevant experience and expertise to attend meetings, at the Company’s expense, if it considers necessary.
- 2.3 The Committee shall be provided with sufficient resources to discharge its duties.

3. Duties

The Committee shall have the following duties:

- 3.1 To study the selection standards and formality for the directors, general manager and other senior management, and submit proposals to the Board;
- 3.2 To review the structure, size and composition and diversity (including without limitation, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service) of the Board at least once a year, 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;

- 3.3 To determine the policy for the nomination of directors, identify individuals suitably qualified to become Board members, and select or make recommendations to the Board on the selection of individuals nominated for directorships. In identifying suitable individuals, the Committee shall consider individuals on merit and against the objective criteria, with due regard for the benefits of diversity on the Board;
- 3.4 To assess the independence of the INEDs, including length of tenure and any overboarding;
- 3.5 To make recommendations to the Board on relevant matters relating to the appointment or re-appointment of directors and succession planning for directors (in particular the chairman of the Company and chief executive), taking into the Company's corporate strategy and the mix of skills, knowledge, experience and diversity needed in the future;
- 3.6 To review the Board Diversity Policy, as appropriate, and review the measurable objectives that the Board has set for implementing the Board Diversity Policy, and the progress on achieving the objectives; and make disclosure of its review results in the Corporate Governance Report annually;
- 3.7 To support the Company's regular evaluation of the Board's performance, including but not limited to the continuous professional development and training to be received by the directors;
- 3.8 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 ("Hong Kong Stock Exchange") and other significant external time commitments of such director and other factors or circumstances relevant to the director's character, integrity, independence and experience;
- 3.9 Other duties as regulated by the Company's articles of association; and
- 3.10 Other matters as authorized by the Board.

4. Committee Meeting

- 4.1 The Committee shall meet at least once a year.
- 4.2 Notice of at least seven (7) days shall be given for any meeting, unless such notification is waived by all members of the Committee. Notwithstanding the notification period, the attendance of one member of the Committee at the meeting would deem the required notification requirement be waived by that member. If the follow up meeting takes place within seven (7) days after the meeting, then no notification is required for such follow up meeting.
- 4.3 A Committee meeting shall only be held when there is more than two-thirds of the members attended the meeting.

- 4.4 The resolution of the Committee shall be passed by majority votes and can be passed by way of written resolution signed by all members in writing. Meeting can be held through attendance in person, via telephone conference or via video conference.
- 4.5 Complete records of all Committee meetings shall be kept by the Committee secretary. Draft and final versions of minutes of the Committee meetings shall be sent to all Committee members for their comment and records within a reasonable time after the meeting.
- 4.6 The procedure to convene Committee meetings, means of voting and passing of resolutions at meetings shall comply with the requirements of the relevant laws, regulations, Company's articles of association and rules of procedures.

5. Others

- 5.1 This document will be posted on the websites of the Company and Hong Kong Stock Exchange.
- 5.2 In the event of any conflict between these rules and the Company Law, the Securities Law, the Guidelines for Articles of Association of Listed Companies, and other applicable laws, regulations, and normative documents, the provisions of the laws, regulations and normative documents shall prevail. Matters not covered in these rules shall be handled in accordance with the relevant national laws, administrative regulations or normative documents.

The Board of Directors of Zhejiang Shibao Company Limited
7 November 2025