



BEST LINKING GROUP HOLDINGS LIMITED

永聯豐集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(the “**Company**”, together with its subsidiaries, the “**Group**”)

(Stock Code: 9882)

TERMS OF REFERENCE FOR THE NOMINATION COMMITTEE

*(As adopted by the Company at a meeting of the board of directors held on 21 October 2019
and latest revised on 6 June 2025)*

1. CONSTITUTION

1.1 The nomination committee of the Company (the “**Nomination Committee**”) is established, with the authority, responsibility, and specific duties as described below, pursuant to a resolution passed by the Company’s board of directors (the “**Board**”) at its meeting held on 21 October 2019.

2. MEMBERSHIP

2.1 Members of the Nomination Committee (the “**Members**”) shall be appointed by the Board.

2.2 The majority of the Members shall consist of independent non-executive directors of the Company (“**INEDs**” and each an “**INED**”).

2.3 The chairman of the Nomination Committee shall be appointed by the Board and shall either be the chairman of the Board or an INED.

2.4 The Board shall appoint at least one director of a different gender to the Nomination Committee.

3. SECRETARY

3.1 The company secretary of the Company (the “**Company Secretary**”) shall be the secretary of the Nomination Committee. In the absence of the Company Secretary, his/her delegate(s) or any person elected by the members present at the meeting of the Nomination Committee shall attend the meeting of the Nomination Committee and take minutes.

3.2 Notwithstanding any other provisions in these terms of reference, the Nomination Committee may from time to time appoint any other person with appropriate qualifications and experience as the secretary of the Nomination Committee.

4. PROCEEDINGS

4.1 Unless otherwise specified hereunder, the provisions contained in the Company’s articles of association (as amended from time to time) for regulating meetings and proceedings of directors shall apply to the meetings and proceedings of the Nomination Committee.

5. MEETINGS

Quorum

- 5.1 The quorum for meetings of the Nomination Committee shall be two Members, one of whom must be an INED.
- 5.2 A duly convened meeting of the Nomination Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Nomination Committee.

Frequency of meetings

- 5.3 The Nomination Committee shall hold at least one regular meeting in a year. Additional meetings of the Nomination Committee may be held as and when required.

Mode of meetings

- 5.4 Meetings could be held in person, by telephone or by video conference. Members may participate in a meeting by telephone or through other electronic means of communication provided that all persons participating in the meeting are capable of hearing each other.

Attendance at meetings

- 5.5 The other directors, Company Secretary (or his/her delegate(s)) and relevant senior management and person(s) invited by a Member shall normally attend meetings of the Nomination Committee.
- 5.6 The chairman of the Board shall have the right to attend and speak at meetings of the Nomination Committee; others may be called upon or shall be able to speak by prior arrangement with the chairman of the Nomination Committee.

Notice of meetings

- 5.7 A meeting of the Nomination Committee may be convened by any of its Members or by the Company Secretary on request of any of the Members.
- 5.8 Notice of any meetings, confirming the venue, time and date together with an agenda of items to be discussed, must be given at least 7 days prior to any such meeting being held, unless all Members waive such notice. If a meeting is called by a shorter notice, it shall be deemed to have been duly called if it is so agreed by a majority of the Members. A Member who attends such a meeting shall deem to agree to the shorter notice. Notice of any adjourned meetings is not required if the adjournment is less than 14 days.
- 5.9 Agenda and accompanying supporting papers shall be sent to all Members and to other attendees as appropriate at least 3 days before the date of the meeting (or such other period as the Members may agree).

5.10 The Nomination Committee shall ascertain at the beginning of each meeting the existence of any conflicts of interest and minimize them accordingly.

Resolutions and minutes

5.11 Resolutions of the Nomination Committee at any meetings shall be passed by a majority of votes of the Members present and by unanimous vote if only two Members are present.

5.12 A resolution in writing signed by all the Members shall be as valid and effectual as if it had been passed at a meeting of the Nomination Committee duly convened and held.

5.13 Full minutes, including the names of those present and in attendance, of the Nomination Committee shall be kept by a duly appointed secretary of the meeting (who should normally be the Company Secretary) and shall be available for inspection by any Member and/or any director of the Company at any reasonable time on reasonable notice. Draft and final versions of minutes of Nomination Committee meetings shall be sent to all Members for their comment and records respectively, in both cases within a reasonable time after the meeting. The final version of the minutes shall be signed by the Chairman of the Nomination Committee or the chairman of the Nomination Committee meeting as appropriate.

6. RESPONSIBILITIES AND AUTHORITIES

6.1 The responsibilities and authorities of the Nomination Committee shall include such responsibilities and authorities set out in the relevant code provisions of the Corporate Governance Code (the “CG Code”) as contained in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time).

6.2 Without prejudice to any requirement under the CG Code, the duties of the Nomination Committee include but not limited to the following:

(a) to review the structure, size and composition (including without limitation, gender, age, cultural and educational background, ethnicity, professional qualifications, 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;

(b) 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. In identifying suitable candidates, the Nomination Committee shall consider candidates on merits and contribution to the Board, with due regard to the Board Diversity Policy (as defined below);

(c) to assess the independence of INEDs;

- (d) to make recommendations to the Board on the appointment or re-appointment of directors and succession planning for directors of the Company, in particular the chairman of the Board and the chief executive officer of the Company;
 - (e) to support the Company's regular evaluation of the Board's performance;
 - (f) to develop and review the policy of the Board on diversity (the "**Board Diversity Policy**") and measurable objectives for implementing such policy from time to time as adopted by the Board and to review progress on achieving the objectives; and
 - (g) to make disclosure on the policy for nomination of directors during the year and the Board Diversity Policy in the Company's corporate governance report.
- 6.3 The Chairman of the Nomination Committee or in his absence, another Member or failing this, his duly appointed delegate, shall attend the Company's annual general meeting ("**AGM**") and be prepared to respond to questions at the AGM on the Nomination Committee's work and responsibilities.
- 6.4 The Nomination Committee shall have access to sufficient resources to perform its duties and, where necessary, shall seek independent professional advice^{Note 1}, at the Company's expense, to perform its responsibilities.
- 6.5 All Members shall have access to the advice and services of the Company Secretary, and separate and independent access to the Company's senior management for obtaining necessary information.

7. REPORTING PROCEDURE

- 7.1 The Nomination Committee shall report to the Board on a regular basis and after such meeting on all matters within its responsibilities, unless there are legal or regulatory restrictions on their ability to do so (such as a restriction on disclosure due to regulatory requirements).

8. PUBLICATION OF THE TERMS OF REFERENCE

- 8.1 These terms of reference, explaining the role of the Nomination Committee and the authority delegated by the Board, will be posted on the websites of The Stock Exchange of Hong Kong Limited and the Company.

Note:

1. Arrangement to seek professional advice could be made through the Company Secretary.

If there is any inconsistency between the English and Chinese versions of these Terms of Reference, the English version shall prevail.