

Terms of Reference — Nomination Committee

1 Constitution

The board of directors (the “**Directors**”) of Sino-Ocean Service Holding Limited (the “**Company**”) (the “**Board**”) has resolved the establishment of the nomination committee of the Company (the “**Committee**”) on 25 November 2020 and has adopted the following terms as the terms of reference for the Committee, as amended and supplemented from time to time.

2 Membership

- 2.1 Members of the Committee shall be appointed by the Board from amongst the Directors and shall comprise not less than three members and a majority of whom should be independent non-executive Directors, with at least one member of a different gender.
- 2.2 The term of each Committee member shall be the same as his/her term as a Director. Subject to the constitutions of the Company and the applicable laws and regulations, any member of the Committee may be re-appointed by the Board and continue to act as a member of the Committee upon the expiry of his/her term of appointment relating thereof.
- 2.3 A member of the Committee who ceases to be a member of the Board shall immediately and automatically cease to be a member of the Committee.
- 2.4 The chairman of the Committee (the “**Committee Chairman**”) shall be appointed by the Board from time to time and shall be the chairman of the Board or an independent non-executive Director. In the absence of the Committee Chairman (or his/her appointed deputy), the remaining members present shall elect one of themselves who is an independent non-executive Director to chair meetings of the Committee.

3 Committee Secretary

The company secretary of the Company shall act as the secretary of the Committee (the “**Committee Secretary**”). The Committee may, from time to time, appoint any other person with the appropriate qualification and experience as the Committee Secretary. The Committee Secretary or in his/her absence, his/her representative or any one member of the Committee, shall be the secretary of the meeting.

4 Frequency of Meetings

- 4.1 Meetings shall be held as and when appropriate, but at least once a year (“**Regular Meetings**”). Additional meetings shall be held as the work of the Committee or circumstances require.
- 4.2 The Committee Chairman shall convene additional meetings at his/her discretion or upon request by any member of the Committee.

5 Conduct of Meetings

- 5.1 Unless specified by these terms of reference, meetings and proceedings of the Committee shall be governed by the Company's articles of association regulating the meetings and proceedings of the Directors.
- 5.2 Unless otherwise waived by all members of the Committee, notice of Regular Meetings confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee no later than seven (7) days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at least three (3) days before the date of the meeting.
- 5.3 For emergency meetings ("**Emergency Meetings**"), reasonable notice should be given. For meetings other than Regular Meetings and Emergency Meetings, notice of at least three (3) days should be given. The notice requests under this Rule can be waived by all members in meeting. A member may waive a notice of any meeting and any such waiver may be prospective or retrospective. Irrespective of the length of notice given, attendance of a meeting by a member shall be deemed a waiver of the requisite length of notice by the member. Notice of any adjourned meeting is not required if the adjournment is less than seven (7) days.
- 5.4 The quorum of the Committee shall be any two members of the Committee, of whom at least one shall be an independent non-executive Director. Meetings could be held in person, by telephone or by video conference or any other telecommunications facility provided that all participants are able to communicate contemporaneously by voice with all other participants. A duly convened meeting of the 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 Committee.
- 5.5 Resolutions of the Committee at any meetings shall be passed by a majority of votes of the members of the Committee present. Subject to compliance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**") and the applicable laws and regulations, a resolution in writing signed by the majority of the members of the Committee shall be as valid and effectual as if it had been passed at a meeting of the Committee duly convened and held.
- 5.6 The Committee may invite any member of the senior management of the Company (the "**Senior Management**"), any Director, external advisers or any other persons to attend all or part of any meetings as the Committee considers appropriate, notwithstanding that the aforementioned persons shall not have a right to vote at such meetings.

6 Annual General Meetings

The Committee Chairman, or in his/her absence, another member of the Committee, or failing which his/her duly appointed alternate shall attend the annual general meetings of the Company and be available to answer questions thereat on the Committee's activities and its responsibilities.

7 Authority

- 7.1 The Committee is authorised by the Board to investigate any activity within its terms of reference. It is authorised to seek any information it requires from any employee and all employees are directed to co-operate with any request made by the Committee.
- 7.2 The Committee is authorised by the Board to obtain outside legal or other independent professional advice and to secure the attendance of outsiders with relevant experience and expertise at meetings of the Committee, at the Company's expense, if it considers necessary.
- 7.3 Management of the Company (the "**Management**") is obliged to supply the Committee with adequate information in a timely manner, in order to enable it to make informed decisions. The information supplied must be complete and reliable. To fulfil his/her duties properly, any member of the Committee may not, in all circumstances, be able to rely purely on information provided voluntarily by the Management and he/she may need to make further enquiries. Where a member of the Committee requires more information than the information provided voluntarily by the Management, the relevant member of the Committee should make additional necessary enquiries. Each member of the Committee shall have separate and independent access to the Senior Management.
- 7.4 The Committee shall be provided with sufficient resources to perform its duties. Where necessary, the Committee should seek independent professional advice, at the Company's expense, to perform its responsibilities.
- 7.5 The role and function of the Committee shall be explained in the Corporate Governance Report in the Annual Report of the Company.

8 Duties

- 8.1 The duties of the Committee shall include, without limitation, the following:
 - 8.1.1 review the structure, size, composition and diversity (including gender, age, cultural and educational background, skills, knowledge and experience required) 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;
 - 8.1.2 identify individuals suitably qualified to become Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships when a vacancy occurs on the Board by reason of disqualification, resignation, retirement, death or an increase in the size of the Board;
 - 8.1.3 make recommendations to the Board on:
 - (a) the appointment or re-appointment of the Directors and succession planning for Directors, in particular the chairman and chief executive of the Company;
 - (b) any matters relating to the continuation in office of any Director at any time including the suspension or termination of service of an executive Director as an employee of the Company subject to the provisions of the law and their service contract;

- (c) the appointment of any Director to executive or other office, other than to the position of company secretary, the recommendation for which would be considered at a meeting of the Board;
- (d) any area it deems appropriate within its scope of duties where action or improvement is needed;

8.1.4 consider factors below when it makes recommendation for appointment and re-appointment, *inter alia*:

- (a) mix of Board members that promotes diversity of background and experience on the Board, taking into account the business model of the Company and any specific needs;
- (b) educational background and competency;
- (c) age of potential/existing Directors;
- (d) independence of potential/existing Board members;
- (e) business, technical, or specialised skills and experience of potential/existing Board members;
- (f) ability, time, commitment and willingness of a new member to serve and an existing member to continue service;
- (g) specific value a potential/existing Board member can add to the Board;

8.1.5 determine the policy for the nomination procedures and the process and criteria to select and recommend candidates for the nomination of Directors, with due regard for the benefits of diversity on the Board;

8.1.6 review and 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 in account the factors as required by the Listing Rules;

8.1.7 support the Company's regular evaluation of the Board's performance;

8.1.8 review the implementation and effectiveness of the Company's policy on board diversity on an annual basis, and make recommendations on any proposed changes thereto to the Board; and make disclosure of its review results in the Corporate Governance Report in the Annual Report of the Company;

8.1.9 review the implementation and effectiveness of the Company's policy on diversity in the workforce (including Senior Management) on an annual basis, monitor the progress on achieving any measurable objectives set, and make recommendations on any proposed changes thereto to the Board;

8.1.10 assess the independence of independent non-executive Directors, having regards to the requirements under the Listing Rules;

- 8.1.11 review the implementation and effectiveness of the Company's mechanism to ensure independent views and input are available to the Board on an annual basis;
- 8.1.12 ensure that no Director or any of his/her associates is involved in approving his/her or any of his/her associates' nomination;
- 8.1.13 at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval;
- 8.1.14 consider the nomination, appointment or dismissal of the Senior Management (except company secretary) recommended by the chief executive officer of the Company; and
- 8.1.15 consider and implement other duties and matters, as defined or assigned by the Board or otherwise required by the Listing Rules from time to time.

9 Reporting Procedures

- 9.1 Full minutes of the Committee's meetings should be recorded and kept by the Committee Secretary and shall be available for inspection at any reasonable time on prior reasonable notice by any Director.
- 9.2 Minutes of the Committee's meetings should record in sufficient detail the matters considered and decisions reached, including any concerns raised by any Committee member or dissenting views expressed. Draft and final versions of minutes should be sent to all members of the Committee for their comments and records, within a reasonable time after such meetings.
- 9.3 The Committee shall report back to the Board and keep the Board fully informed of its decisions and recommendations, unless prohibited by applicable laws and regulations.

10 Terms Available

The Committee shall make available these terms of reference on request and by including them on The Stock Exchange of Hong Kong Limited's website and the Company's website.

11 Interpretation

The power of interpretation of these terms of reference shall be vested in the Board.

Effective Date: 30 June 2025

Sino-Ocean Service Holding Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 06677