

# **FUTIAN HOLDINGS LIMITED**

**福田股份有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 8196)**

## **Terms of Reference of the Nomination Committee (Amended and adopted by the board (the “Board”) of directors (the “Directors”) of the Company on 30 June 2025)**

### **1. Constitution**

The nomination committee (the “**Nomination Committee**”) was established pursuant to a resolution passed by the Board at its meeting held on 24 November 2015.

### **2. Membership**

- 2.1 Members of the Nomination Committee (“**Members**”, each a “**Member**”) shall be appointed by the Board from amongst the members of the Board.
- 2.2 The Nomination Committee shall consist of not less than three Members and a majority of the Members shall be independent non-executive Directors (“**INEDs**”, each an “**INED**”) with at least one Member of a different gender.
- 2.3 The appointment of the Members may be revoked, or additional Members may be appointed to the Nomination Committee by separate resolutions passed by the Board and by the Nomination Committee. If a Member ceases to be a Director, then his office as a Member shall ipso facto cease.

### **3. Chairman**

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

### **4. Secretary**

- 4.1 The company secretary of the Company shall be the secretary of the Nomination Committee.
- 4.2 The Nomination Committee may from time to time appoint any other person with appropriate qualification and experience as the secretary of the Nomination Committee.

### **5. Meetings**

- 5.1 The Nomination Committee shall meet at least once a year.

- 5.2 Notice of any meetings has to be given at least fourteen (14) days prior to any such meeting being held, unless all Members unanimously waive such notice. Irrespective of the length of notice being given, attendance of a meeting by a Member shall be deemed waiver of the requisite length of notice by the Member. Notice of any adjourned meetings is not required if adjournment is for less than fourteen (14) days.
- 5.3 The quorum of the Nomination Committee shall be any two Members.
- 5.4 Meetings could be held in person, by telephone or by video conference. Members may participate in a meeting by means of a conference telephone or similar communications equipment or through electronic means of communications by means of which all persons participating in the meeting are capable of hearing and speaking to each other.
- 5.5 Resolutions of the Nomination Committee at any meetings shall be passed by a majority of votes of the Members present.
- 5.6 A resolution in writing signed by all Members shall be as valid and effectual as if it had been passed at a meeting of the Nomination Committee duly convened and held.
- 5.7 Full minutes shall be kept by the secretary of the Nomination Committee. Draft and final versions of minutes of the meetings shall be circulated to all Members for their comment and records within a reasonable period of time after the meeting.

## **6. Attendance at Meetings**

- 6.1 At the invitation of the Nomination Committee, the chairman of the Board, the chief executive officer(s) of the Company, external advisers and other persons may attend all or part of any meeting.
- 6.2 Only the Members are entitled to vote at the meetings.

## **7. Annual General Meeting**

The chairman of the Nomination Committee or in his absence, another Member shall attend the Company's annual general meetings and be prepared to respond to shareholders' questions on the Nomination Committee's activities and their responsibilities.

## **8. Responsibility**

The duties and responsibilities of the Nomination Committee shall include those set out in the relevant code provisions of the Corporate Governance Code (the "CG Code") as contained in Appendix C1 of the GEM Listing Rules. Without prejudice to any requirement under the CG Code, the Nomination Committee shall have the

following responsibilities:

- 8.1 To review the structure, size and composition (including the 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;
- 8.2 To review the Board's diversity policy, as appropriate; and review the measurable objectives that the Board has set for implementing the Board's diversity policy and the progress on achieving the objectives; and make disclosure of the diversity policy (or summary of the diversity policy) and its review results in respect thereof in the Company's corporate governance report annually;
- 8.3 To identify individuals suitably qualified to become members of the Board and select or make recommendations to the Board on selection of individual nominated for directorships having due regards to the Company's director nomination policy;
- 8.4 To assess the independence of the INEDs according to the GEM listing rules 5.09;
- 8.5 To make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular the chairman of the Board and the chief executive officer of the Company; and
- 8.6 To review the Company's Board nomination policy and Board Diversity Policy on a regular basis, and make recommendations to the Board for consideration and approval as appropriate .
- 8.7 To monitor the implementation of the Company's Board nomination policy and Board Diversity Policy and report in the corporate governance report in the annual report of the Company.
- 8.8 To support the Company's regular evaluation of the Board's performance.
- 8.9 To conform to any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the Articles or imposed by law or in accordance with the GEM Listing Rules. .

## **9. Reporting Responsibilities**

- 9.1 The Nomination Committee shall report to the Board when appropriate.
- 9.2 The Nomination Committee should make available these terms of reference by including them on the Stock Exchange's website and the Company's website.

## **10. Authority**

- 10.1 The Nomination Committee should be provided with sufficient resources to discharge its duties. Where necessary, the Nomination Committee should seek independent professional advice, at the Company's expense, to perform its responsibilities.

*Note: Arrangement to seek independent professional advice could be made through the secretary.*

## **11. Effective Date and Amendments**

- 11.1 These terms of reference shall come into effect on the date when they are approved by the Board.
- 11.2 Any amendments to these terms of reference shall be recommended by the Nomination Committee and come into effect on the date when they are approved by the Board.