

## Regent Pacific Group Limited

### - Terms of reference of the Nomination Committee

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#### Constitution

1. By the written resolutions passed on 13 March 2012, the board of directors (the “**Board**”) of Regent Pacific Group Limited (the “**Company**”) and collectively with its subsidiaries, the “**Group**”) established a committee of the Board to be known as the Nomination Committee (the “**Committee**”) with written terms of reference (the “**Terms of Reference**”) which deal clearly with its authority and duties.

#### Principle

2. The Company should be headed by an effective board which should assume responsibility for its leadership and control and be collectively responsible for promoting its success by directing and supervising its affairs. Directors should take decisions objectively in the best interests of the Company.

The Board should regularly review the contribution required from a director to perform his/her responsibilities to the Company, and whether he/she is spending sufficient time performing them.

The Board should have a balance of skills, experience and diversity of perspectives appropriate for the requirements of the Company’s business. It should ensure that changes to its composition can be managed without undue disruption. It should include a balanced composition of executive and non-executive directors (including independent non-executive directors) so that there is a strong independent element of the Board, which can effectively exercise independent judgement. Non-executive directors should be of sufficient calibre and number for their views to carry weight.

There should be a formal, considered and transparent procedure for the appointment of new directors. There should be plans in place for orderly succession for appointments. All directors should be subject to re-election at regular intervals. The Company must explain the reasons for the resignation or removal of any director.

## Membership

3. The Committee shall be appointed by the Board and shall consist of not less than three members with at least one member of a different gender, a majority of whom should be independent non-executive directors of the Company as appointed under the Rules Governing the Listing of Securities (as amended from time to time) (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) in compliance with the criteria for independence set out therein.

The independent non-executive directors should, apart from their directors’ fees and permitted shareholdings, be independent of the management and free from any business or other relationships which could materially interfere with the exercise of their independent judgement as a member of the Committee.

4. The Chairman of the Committee shall be appointed by the Board and should be the Chairman of the Board or an independent non-executive director.
5. The quorum necessary for the transaction of the business at the meetings of the Committee shall be two voting members.

## Diversity policies

6. The Committee shall have a policy concerning diversity of the members of the Board, and shall disclose the policy on diversity or a summary of the policy in the corporate governance report.
7. The Committee shall have a policy concerning diversity of the workforce (including senior management) of the Company, and shall disclose the policy on diversity or a summary of the policy in the corporate governance report.

## Secretary

8. The secretary of the Company or his/her delegate or such other person appointed by the Chairman of the Committee shall be the secretary of the Committee (the “**Secretary**”).

## Meetings and resolutions

9. The Committee shall meet as and when necessary and may request the presence of the Chairman of the Board and/or the Chief Executive Officer (if they are not members of the Committee) and/or other members of the Board (if necessary). Resolutions may also be passed by way of written resolutions to be

circulated to and signed by all members of the Committee in the manner prescribed in the Company's Articles of Association (as amended from time to time).

### Authority

10. The Committee is authorised by the Board to deal with the issues within its terms of reference. It is authorised to seek any information it requires from any director and/or employee, and all directors and employees are directed to co-operate with any request made by the Committee.
11. The Committee should be provided with sufficient resources to perform its duties. It is authorised by the Board to obtain, at the Company's expense, outside legal or other independent professional advice on any matter subject to these terms of reference and to secure the attendance of outsiders with relevant experience and expertise if it considers necessary.

### Duties

12. The Committee should consult the Chairman of the Board and/or the Chief Executive Officer (if they are not members of the Committee) about their nomination proposals for directors. The Committee should have access to independent professional advice if necessary.
13. The Committee should perform the following duties:
  - (a) assist the Board in maintaining a skills matrix of the Board (the "**Board Skills Matrix**") and review the structure, size and composition (including the skills, knowledge and experience) of the Board, the appropriateness and effectiveness of the Board Diversity Policy, the Workforce Diversity Policy and the Nomination Policy as well as the adequacy and appropriateness of the Board Skills Matrix, at least annually;
  - (b) make recommendations on any proposed changes to the Board to complement the Company's corporate strategy;
  - (c) identify individuals suitably qualified to become members of the Board and select or make recommendations to the Board on the selection of individuals nominated for directorships;
  - (d) assess the independence of independent non-executive directors;

- (e) 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; and
  - (f) support the Company's regular evaluation of the Board's performance.
14. The Chairman of the Committee or, in his absence, another member of the Committee or, failing this, the Chairman's duly appointed delegate shall attend the annual general meetings of the Company and make himself available to answer questions at the such annual general meetings.

## Reporting

15. The Committee shall report back to the Board on its decisions, recommendations or any significant matters arising from the Committee's work, unless there are legal or regulatory restrictions on their ability to do so (such as a restriction on disclosure due to regulatory requirements).
16. Where the Board proposes a resolution to elect an individual as an independent non-executive director at the general meeting, it should set out in the circular to shareholders and/or explanatory statement accompanying the notice of the relevant general meeting:
- (a) the process used for identifying the individual and why the Board believes the individual should be elected and the reasons why it considers the individual to be independent;
  - (b) if the proposed independent non-executive director will be holding their seventh (or more) listed company directorship, why the Board believes the individual would still be able to devote sufficient time to the Board;
  - (c) the perspectives, skills and experience that the individual can bring to the Board; and
  - (d) how the individual contributes to diversity of the Board.
17. The Committee shall make the disclosures, in the Corporate Governance Report, in respect of its policy for the nomination of directors in the manner required under the Corporate Governance Code and/or the Listing Rules.

## Minutes

18. Full minutes of the Committee's meetings should be kept by the Secretary or otherwise a duly appointed secretary at the individual meetings and should be open for inspection at any reasonable time on reasonable notice by any director. Minutes of the Committee meetings should record in sufficient detail the matters considered and decisions reached, including any concerns raised by the Committee members or dissenting views expressed. Draft and final versions of minutes of the Committee meetings should be sent to all the Committee members for their comments and records within a reasonable time after meetings. The Secretary shall circulate the minutes of meetings, resolutions in writing and reports of the Committee to all members of the Board.

## Publication

19. The Committee should make available its terms of reference on the websites of the Stock Exchange and the Company.

Adopted by the Board on: 13 March 2012.

Revised on: 11 December 2018, 27 December 2023 and 30 June 2025.

*The English version of these Terms of Reference shall prevail in case of any discrepancy or inconsistency between the English version and Chinese translation.*