

**DaChan Food (Asia) Limited**  
**大成食品（亞洲）有限公司**  
*(incorporated in the Cayman Islands with limited liability)*  
**(the "Company")**

**TERMS OF REFERENCE OF THE NOMINATION COMMITTEE**

Effective on 9 August 2013

*(Adopted at the Board Meeting on 9 August 2013, and revised at the Board Meeting on  
31 October 2025)*

## **A. Constitution**

Pursuant to the resolution passed on 14 September 2007 by the board of directors (the “**Directors**”) of the Company (the “**Board**”), the Nomination Committee is a committee of the Board.

## **B. Nomination Committee**

### **1 Membership**

- 1.1 Members of the Nomination Committee (“**Members**”, each a “**Member**”) shall be appointed by the Board from amongst the Directors only and shall consist of not less than three (3) Members.
- 1.2 Majority of the Members should be independent non-executive Directors, and at least one Member should be of a different gender.
- 1.3 The chairman (the “**Chairman**”) of the Nomination Committee shall be appointed by the Board.
- 1.4 The company secretary of the Company or his representative (in his absence) shall be the secretary of the Committee (the “**Secretary**”). The Nomination Committee may from time to time appoint any other person with appropriate qualification and experience as the Secretary.

## **2 Proceedings of the Nomination Committee**

### **2.1 Notice**

- 2.1.1 Unless otherwise agreed by all Members, a meeting of the Nomination Committee (the “**Meeting**”) shall be called by at least two (2) working days' notice.
- 2.1.2 A Member may, at any time summon a Meeting. Notice shall be given to each Member orally in person or in writing. Any notice given orally shall be confirmed in writing.
- 2.1.3 Notice of Meeting shall state the date, time and place of the Meeting and shall be accompanied by an agenda together with other documents which may be required to be considered by the Members for the purposes of the Meeting.

### **2.2 Quorum**

The quorum of the Meeting shall be constituted by two (2) Members.

### **2.3 Attendance of Meetings by non-members**

Other members of the Board, apart from the Members, shall have the right to attend any Meetings, but shall not be counted in the quorum of the relevant Meetings.

### **2.4 Frequency of Meetings**

Meetings shall be held at least once every year. The Members may call any

Meeting at any time when necessary.

## **2.5 Voting**

Resolutions of the Nomination Committee at any Meeting shall be passed by a majority of votes of the Members present. In the event of equal votes, the Chairman shall have the right of second vote or casting vote.

## **2.6 Others**

Meetings could be held in person, by telephone or by video conference.

## **3 Written resolutions**

Resolutions may be passed by all Members in writing.

## **4 Alternate members**

No Member shall appoint any alternate to attend the meeting or perform his duties thereat.

## **5 Authority**

The Nomination Committee may exercise the following powers:

- 5.1 to determine the policy for the nomination of Directors;
- 5.2 to delegate its authority and duties to sub-committees, or individual Members, as it deems appropriate.

## **6 Duties**

6.1 The duties of the Nomination Committee shall include, without limitation:

- 6.1.1 to review the structure, size and diversity (including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge, experience and length of service) of the Board at least annually, to assist the Board in maintaining a board skills matrix, and to make recommendation to the Board regarding any proposed changes to implement the Company's corporate strategy;
- 6.1.2 to identify individuals suitably qualified to become Board members and to select or to make recommendations to the Board on the selection of individuals nominated for directorships;
- 6.1.3 to assess the independence of independent non-executive Directors;
- 6.1.4 to make recommendations to the Board on the appointment or re-appointment of Directors and the succession planning for Directors, in particular the chairman of the Board and the chief executive, taking into account the Company's corporate strategy and the mix of skills, knowledge, experience and diversity needed in the future;
- 6.1.5 regularly review and assess each Director's time commitment and contribution to the Board, as well as each Director's ability to discharge his or her responsibilities, taking into account professional qualifications and work experience, existing directorships in other listed issuers, and

other significant external time commitments of such Director and other factors or circumstances relevant to the Director's character, integrity, independence and experience;

6.1.6 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;

6.1.7 do any such things to enable the Nomination Committee to discharge its powers and functions conferred on it by the Board;

6.1.8 support the Company's regular evaluation of the Board's performance; and

6.1.9 conform to any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the Company's constitution or imposed by legislation.

6.2 The Nomination Committee shall be provided with sufficient resources to enable it to perform its functions, including the resources for seeking independent professional advice.

## **7 Reporting procedures**

7.1 The secretary of the Nomination Committee shall circulate the draft and final minutes of Meetings and all written resolutions of the Nomination Committee to all members of the Nomination Committee.

7.2 The secretary of the Nomination Committee shall maintain as part of the Company's corporate records all approved minutes of Meetings and reports.

## **8 Annual general meetings of the Company**

The Chairman or another Member shall attend the Company's annual general meetings and be prepared to respond to questions raised by shareholders of the Company on the Nomination Committee's activities and responsibilities.