

NIRAKU GC HOLDINGS

株式会社ニラク・ジー・シー・ホールディングス

NIRAKU GC HOLDINGS, INC.*

(Incorporated in Japan with limited liability)

(Stock Code: 1245)

Nomination Committee

Rules

* *for identification purposes only*

Preamble

1. 株式会社ニラク・ジー・シー・ホールディングス (NIRAKU GC HOLDINGS, INC.*) (the “**Company**”) was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**HKEx**”) on 8 April 2015.

In compliance with the code of provision of the Corporate Governance Code issued by the HKEx, a Nomination Committee (the “**Nomination Committee**”) needs to be established with the terms of reference as set out and adopted herein.

Constitution

2. The Nomination Committee was established by on 25 June 2014. These rules were adopted by the Nomination Committee on 26 May 2025 in substitution for and to the exclusion of the existing rules of the Nomination Committee.

Membership

3. The members of the Nomination Committee shall be appointed by the Board from amongst the Directors and shall consist of not less than three members, a majority of whom should be independent non-executive Directors and at least one of whom should be a Director of a different gender.
4. The quorum of a Nomination Committee meeting shall be all members of the Nomination Committee.
5. The Nomination Committee shall be chaired by the Chairman of the Board of the Company (the “**Board**”, each director of the Board, a “**Director**”) or an independent non-executive Director.
6. The term of office of a member of the Nomination Committee shall expire at the conclusion of the annual general meeting of the Company relating to the most recent business year ending within one year following the date of these rules.

Frequency and procedure of meetings

7. Unless otherwise stated herein, the meetings of the Nomination Committee are governed by the provisions regulating the meetings and proceedings of Directors in the Company’s articles of incorporation and internal rules.
8. Meetings shall be held not less than once a year. The chairman of the Nomination Committee shall convene a meeting upon request by any member of the Nomination Committee.
9. An agenda and any accompanying Committee papers should be sent in full to all members of the Nomination Committee in a timely manner and at least seven days before the proposed date of a meeting of the Nomination Committee (or other agreed period).

10. The Company is obliged to supply the Nomination 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. Where a Director requires more information than information provided voluntarily by the senior management, the relevant Director should make additional necessary enquiries. The Board and each Director shall have separate and independent access to the senior management.
11. The Secretary of the Nomination Committee shall be a company secretary of the Company or her appointed delegate.

Annual General Meeting

12. The chairman of the Nomination Committee shall attend the annual general meeting and be prepared to respond to any shareholder's questions on the Nomination Committee's activities.
13. If the chairman of the Nomination Committee is unable to attend an annual general meeting of the Company, he shall arrange for another member of the Nomination Committee, or failing this, his duly appointed delegate, to attend in his place. Such person shall be prepared to respond to any shareholder's questions on the Nomination Committee's activities.

Authority

14. The Nomination Committee is authorised to investigate any activity mentioned in these Rules. 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 Nomination Committee.
15. The Nomination Committee is authorised to obtain independent professional advice to perform its responsibilities, at the Company's expense. The Nomination Committee shall be exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any external consultant who advises the Nomination Committee.

Duties

16. The duties of the Nomination Committee shall include:

- (a) reviewing the structure, size and composition (including the skills, knowledge and experience) of the Board annually, assisting the Board in maintaining a board skills matrix and making recommendations on any proposed changes to the Board to complement the Company's corporate strategy;
- (b) making proposal to the shareholders on the appointment or re-appointment of Directors and recommendations to the Board on the succession planning for Directors in particular the chairman of the Board and the group managing director;
- (c) identifying individuals suitably qualified to become Directors and making proposal to the shareholders on the selection of individuals nominated for directorship;
- (d) assessing the independence of independent non-executive Directors;
- (e) supporting the Company's regular evaluation of the Board's performance; and
- (f) conducting an annual assessment of each Director's time commitment and contribution to the Board, as well as the Director's ability to discharge his/her responsibilities effectively.

17. The Nomination Committee shall also make recommendations to the Board concerning:

- (a) formulating plans for succession for both executive and non-executive Directors; and
- (b) membership of the Company's audit and remuneration committees, in consultation with the chairmen of those committees;

Reporting procedures

18. Full minutes of the Nomination Committee's meetings should be kept by the secretary of the head office of the Company and such minutes shall be available for inspection at any reasonable time on reasonable notice by any Director. Minutes of meetings of the Nomination Committee shall record in sufficient detail the matters considered by the Nomination Committee and decisions reached, including any concerns raised by Directors or dissenting views expressed. Draft and final versions of minutes should be sent to all members of the Nomination Committee for their comment and records respectively, within a reasonable time after such meetings. The minutes of the meeting shall be signed and sealed or electronically signed, by all committee members present.

19. Without prejudice to the generality of the duties of the Nomination Committee set out above, the Nomination Committee shall report back to the Board and keep the Board fully informed of its decisions and recommendations, unless there are legal or regulatory restrictions on doing so.

Provision of Rules

20. The Nomination Committee shall make available these rules on request and by inclusion onto the HKEx's website and the Company's website, thereby explaining the role of the Nomination Committee and the authority delegated to it by the Board.

Approval of Disclosure Statements

21. The Nomination Committee shall be responsible for approving all disclosure statements in relation to the Nomination Committee, including but not limited to relevant disclosure statements in annual reports, interim reports and information uploaded on the HKEx's website and the Company's website.

Review of Rules

22. The Nomination Committee shall review these rules annually, and may consider and submit to the Board any proposed changes that the Nomination Committee deems appropriate or advisable.