

# Skymission Group Holdings Limited

## 天任集團控股有限公司

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

**(Stock Code: 1429)**

### NOMINATION COMMITTEE TERMS OF REFERENCE

#### ***Constitution***

1. The board (the “**Board**”) of directors (the “**Director(s)**”) of Skymission Group Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) has established a Nomination Committee (the “**Committee**”) with authority, responsibility, and specific duties as described below.

#### ***Membership and Quorum***

2. The Committee shall be appointed by the Board from amongst the Directors and shall consist of not less than three members, a majority of whom shall be independent non-executive Directors. A quorum shall be two members.
3. The chairman of the Committee shall either be the chairman of the Board or an independent non-executive Director and appointed by the Board.

#### ***Authority and Duties***

4. The authority of the Committee is derived from the Board, therefore the Committee is obliged to report to the Board on its decisions or recommendations.
5. The Committee is authorised by the Board to investigate any activity within the scope of these terms of reference and the Group should provide the Committee with sufficient resources to perform its duties. It is authorised to seek any information it requires from any employee of the Group and members of the Board in order to perform its duties and all employees of the Group and members of the Board are directed to co-operate with any request made by the Committee within the scope of these terms of reference.
6. The duties of the Committee shall be:
  - (a) to formulate nomination policy for the Board’s consideration and implement the Board’s approved nomination policy;

- (b) to review the structure, size, composition and diversity (including but not limited to gender, age, cultural and educational background, professional experience, talents, skills, knowledge, length of service, experience and other qualities of Directors) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Group's corporate strategy and assist the Board in maintaining a board skills matrix;
- (c) having regards to the Board diversity policy of the Company (the "**Board Diversity Policy**"), to implement the board diversity policy and to identify individuals suitably qualified to become members of the Board; and make recommendations to the Board on the selection of individuals nominated for directorships and to ensure at least one director of a different gender to the nomination committee;
- (d) to receive nominations from shareholders of the Company or Directors when such are tendered and to make recommendations to the Board on the candidacy of the nominees, having regard to the Board's compositional requirements and suitability of the nominees;
- (e) (A) to assess the independence of independent non-executive Directors, having regard to, among other things, the requirements under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and review the independent non-executive Directors' annual confirmations on their independence; and (B) make disclosure of its review results in the corporate governance report. 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 of the Company and/or explanatory statement accompanying the notice of the relevant general meeting (i) the process used for identifying the individual and why they believe the individual should be elected and the reasons why they consider the individual to be independent; (ii) the proposed independent non-executive director will not be holding more than six listed company directorship; (iii) the perspectives, skills and experience that the individual can bring to the Board; and (iv) how the individual contributes to diversity of the Board;
- (f) 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 of the Group;
- (g) to support the Company's regular evaluation of the Board's performance; including to regularly review the contribution required from a Director to perform his/her responsibilities to the Group, whether he/she is spending sufficient time performing them as well as the Director's ability to discharge his or her responsibilities effectively;

- (h) to make recommendations to the Board regarding candidates to fill vacancies on the Board and/or in senior management of the Group;
- (i) to review the Board Diversity Policy periodically, to review the implementation and effectiveness of the Board Diversity policy on an annual basis and make disclosure of the policy or a summary of the policy in the corporate governance report annually, including the measurable objectives that Nomination Committee has set for implementing the Board Diversity Policy and the progress on achieving the objective;
- (j) To assist the Board to develop the policy on diversity in the workforce (including senior management) and review the implementation and effectiveness of its policy on diversity in the workforce periodically and monitor progress towards the achievement of such; and
- (k) to consider other topics and review other documents as may be reasonably requested by the Board from time to time.

### ***Consultation***

- 7. The Committee shall consult the Board about its proposal relating to the selection of individuals nominated for directorship and at the expenses of the Group, have access to independent professional advice to perform its responsibilities where it considers necessary.

### ***Secretary***

- 8. The secretary of the Company (or his/her delegate) shall be the secretary of the Committee (the “Secretary”).

### ***Meetings***

- 9. The Committee shall meet as and when necessary or as requested by any Committee member. The Committee shall meet not less than once a year.
- 10. The meetings and proceedings of the Committee are governed by the provisions of the Articles of Association of the Company for regulating the meetings and proceedings of the Board so far as the same are applicable.

### ***Reporting Procedures***

- 11. Minutes of each Committee’s meeting should be kept by the Secretary and should be open for inspection at any reasonable time on reasonable notice by any Director. Draft and final versions of minutes of the Committee’s meetings shall be sent to all members of the Committee for their comments and records respectively, in both cases within a reasonable time from such meeting.

12. The Committee should report to the Board on a regular basis. At the next meeting of the Board following a meeting of the Committee, the chairman of the Committee shall report to the Board on the findings and recommendations of the Committee.

Adopted by the Board on 7 September 2020 and 30 June 2025