

These terms of reference are prepared in English. In case of any inconsistency between the Chinese version and the English version, the English version shall prevail.

WAN LEADER INTERNATIONAL LIMITED
萬勵達國際有限公司
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 8482)
(the “**Company**”)

NOMINATION COMMITTEE

TERMS OF REFERENCE

1. Organisation

- 1.1 The board (the “**Board**”) of the directors of the Company (the “**Directors**”) has resolved to set up a nomination committee (the “**Committee**”) pursuant to a resolution passed by the Board on 14 August 2018.
- 1.2 These terms of reference were approved and adopted on 14 August 2018 and were amended pursuant to a resolution passed by the Board on 28 December 2018.

2. Objective

The main objective of the Committee is to regularly review the structure of the Board and make recommendations to the Board regarding any proposed change to the structure of the Board. The Committee is accountable to the Board.

3. Composition

- 3.1 The Committee shall comprise a minimum of three Directors and shall be appointed or removed by the Board. If any member of the Committee (the “**Member**”) ceases to be a Director, he/ she will cease to be a Member automatically. The vacancy will be filled by appointment of new Member by the Board.
- 3.2 The majority of the Members shall be independent non-executive Directors.
- 3.3 The chairman of the Committee shall be appointed by the Board and shall be the chairman of the Board or an independent non-executive Director.

4. Secretary

Save as otherwise appointed by the Committee, the secretary to the Committee shall be the secretary to the Company.

5. Duties

The duties of the Committee shall include:

- 5.1 to review the structure, size, composition and diversity (including the skills, knowledge and experience of Directors and the time devoted by the Directors in fulfilling their responsibilities) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy;
- 5.2 to review the Company's board diversity policy and the progress on achieving the objectives set for implementing the said policy;
- 5.3 to identify individuals suitably qualified to become Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships;
- 5.4 to assess the independence of independent non-executive Directors;
- 5.5 to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular the chairman and the chief executive officer;
- 5.6 to do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board; and
- 5.7 to conform any requirement, direction and regulation that may from time to time be prescribed by the Board, or contained in the article of association of the Company or imposed by applicable rules and regulations.

6. Meetings of the Committee

6.1 Number of meeting

There shall be at least one meeting of the Committee annually to be convened and held by attending in person, by telephone or video conference. If required, extraordinary meeting could be convened.

6.2 Notice of meeting

Unless waived by all Members on notice, the secretary to the Committee shall give at least seven days prior notice to all Members for any meeting to be convened and circulate the meeting agenda to the Members.

6.3 Quorum

Meetings of the Committee shall be attended by more than one-half of the Members to be effective.

6.4 Conducting the meetings

Meetings could be convened by attending in person, by telephone or video conference. Members could attend the meetings through telephone conference or similar arrangements which Members could communicate to each other. With consent by all Members, resolutions of the Committee could be passed by written resolutions.

6.5 Resolutions

Any resolution shall be passed by the majority votes of the Members who attend the meetings.

6.6 Invitations

The Committee could invite any executive Directors, external advisers or other individuals to attend the meetings but such executive Directors, advisers or individuals are not entitled to vote at the meetings. If required, the Committee could seek independent professional advice, the fees of which should be paid by the Company.

6.7 Minutes of the meetings

Full minutes of meetings should be kept by the secretary to the Committee. Minutes shall record matters considered and decisions reached by the Members in details, including the names of Members and any doubt or disagreement raised by the Members. Draft and final versions of the minutes of the meetings should be sent to all Members for their comment and record, within a reasonable time after the meetings.

7. **Report**

Chairman of the Committee who chair the meetings or other Member who is authorised by the Chairman of the Committee to chair the meetings shall report to the Board the Committee's decision or recommendations after each meeting of the Committee, unless the Committee is unable to report due to legal or regulatory restrictions (such as a restriction on disclosure due to regulatory requirements).

8. **Interpretation**

Interpretation of these terms of reference shall belong to the Board.

28 December 2018