

RepublicHealthcare
Republic Healthcare Limited
(Incorporated in the Cayman Islands with limited liability)
(the “**Company**”)
(**Stock Code: 8357**)

TERMS OF REFERENCE FOR THE NOMINATION COMMITTEE

(As adopted by the board (the “**Board**”) of directors (the “**Directors**”) of the Company on 18 May 2018
and amended on 20 March 2019)

1. CONSTITUTION

1.1 The Board had resolved to establish a committee of the Board to be known as the Nomination Committee (the “**Nomination Committee**”) at a meeting held on 18 May 2018 and adopted the following terms of reference for the Nomination Committee. Such terms were amended by the Board on 20 March 2019.

2. MEMBERSHIP

2.1 The Nomination Committee must consist of a minimum of three members (the “**Members**”) and shall be appointed by the Board from the directors of the Company (the “**Directors**”).

2.2 The majority of the Members shall consist of independent non-executive Directors (the “**INEDs**”).

2.3 The chairman of the Nomination Committee (the “**Chairman**”) shall be appointed by the Board and shall either be the chairman of the Board or an INED.

3. SECRETARY

3.1 The company secretary of the Company (the “**Company Secretary**”) shall be the secretary of the Nomination Committee. In the absence of the Company Secretary, his/her delegate(s) or any person elected by the Members present at the meeting of the Nomination Committee shall attend the meeting of the Nomination Committee and take minutes.

3.2 Notwithstanding any other provisions in these Terms of Reference, the Nomination Committee may from time to time appoint any other person with appropriate qualifications and experience as the secretary of the Nomination Committee.

4. PROCEEDINGS

Unless otherwise specified hereunder, the provisions contained in the Company's articles of association (the "**Articles of Association**") (as amended from time to time) for regulating meetings and proceedings of the Directors shall apply to the meetings and proceedings of the Nomination Committee.

4.1 Quorum

The quorum for meetings of the Nomination Committee shall be two Members.

4.2 Frequency of meetings

The Nomination Committee shall hold at least one regular meeting in a year. Additional meetings of the Nomination Committee may be held as and when required.

4.3 Attendance at meetings

4.3.1 Meetings could be held in person, by telephone or by video conference. Members may participate in a meeting by telephone or through other electronic means of communication provided that all persons participating in the meeting are capable of hearing each other.

4.3.2 The other Directors, the Company Secretary (or his/her delegate(s)) and relevant senior management and person(s) invited by a Member shall normally attend meetings of the Nomination Committee.

4.4 Notice of meetings

4.4.1 A meeting of the Nomination Committee may be convened by any of its Members or by the Company Secretary.

4.4.2 Notice of any meetings, confirming the venue, time and date, must be given at least 7 days prior to any such meeting being held, unless all Members waive such notice. If a meeting is called by a shorter notice, it shall be deemed to have been duly called if it is so agreed by a majority of the Members. A Member who attends such a meeting shall deem to agree to the shorter notice. Notice of any adjourned meetings is not required if the adjournment is less than 14 days.

4.4.3 Agenda and accompanying supporting papers shall be sent to all Members and to other attendees as appropriate at least 3 days before the date of the meeting (or such other period as the Members may agree).

4.4.4 The Nomination Committee shall ascertain at the beginning of each meeting the existence of any conflicts of interest and eradicate them accordingly.

4.5 Resolutions and minutes

4.5.1 Resolutions of the Nomination Committee at any meetings shall be passed by a majority of votes of the Members present or participating therein by other means.

4.5.2 A resolution in writing signed by all the Members shall be as valid and effectual as if it had been passed at a meeting of the Nomination Committee duly convened and held.

4.5.3 Draft and final versions of minutes of a Nomination Committee meeting shall be sent to all Members for their comment and records, within a reasonable time after the meeting. The final version of the minutes shall be signed by the Chairman or the chairman of the Nomination Committee meeting as appropriate.

4.5.4 Full minutes of the Nomination Committee shall be kept by the Company Secretary and shall be available for inspection by any Member or the Board at any reasonable time on reasonable notice.

5. RESPONSIBILITIES AND AUTHORITIES

5.1 The responsibilities and authorities of the Nomination Committee shall include such responsibilities and authorities set out in the relevant code provisions of the Corporate Governance Code (the “**CG Code**”) as contained in Appendix 15 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**” and “**GEM Listing Rules**”, respectively) (as amended from time to time).

5.2 Without prejudice to any requirement under the CG Code, the duties of the Nomination Committee include but are not limited to the following:

(a) to review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Company’s corporate strategy;

- (b) 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;
- (c) to assess the independence of INEDs;
- (d) to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for the Directors, in particular the chairman of the Board and the chief executive;
- (e) to review the Board diversity policy adopted by the Board on a regular basis; make recommendations to the Board on measurable objectives for achieving diversity of the Board and monitor the progress on achieving the objectives;
- (f) to conform to any requirement, direction, and regulation that may from time to time be contained in the Articles of Association or imposed by the GEM Listing Rules or applicable law; and
- (g) where the Board proposes a resolution to elect an individual as an independent non-executive Director at the general meeting, to set out in the circular to the 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) if the proposed independent non-executive Director will be holding their seventh (or more) listed company directorship, why they believe the individual would still be able to devote sufficient time to the Board; (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.

5.3 The Chairman or in his/her absence, another Member or failing this, his/her duly appointed delegate, shall attend the annual general meeting of the Company (the “AGM”) and be prepared to respond to questions at the AGM on the Nomination Committee’s work and responsibilities.

5.4 The Nomination Committee shall have access to sufficient resources to perform its duties and, where necessary, shall seek independent professional advice, at the Company’s expense, to perform its responsibilities.

5.5 All Members shall have access to the advice and services of the Company Secretary, and separate and independent access to the Company's senior management for obtaining necessary information.

6. REPORTING PROCEDURE

6.1 The Nomination Committee shall report to the Board on a regular basis and after each meeting on all matters within its responsibilities.

7. PUBLICATION OF THE TERMS OF REFERENCE

7.1 These terms of reference, explaining the role of the Nomination Committee and the authority delegated to it by the Board, will be posted on the respective websites of the Stock Exchange and the Company.

Note: If there is any inconsistency between the English and Chinese versions of these Terms of Reference, the English version shall prevail.