

HANGZHOU SF INTRA-CITY INDUSTRIAL CO., LTD.

杭州順豐同城實業股份有限公司

TERMS OF REFERENCE FOR THE NOMINATION COMMITTEE OF THE BOARD OF DIRECTORS

CHAPTER 1 GENERAL PROVISIONS

Article 1 In order to standardize the functions of the nomination committee of the Board of Directors (hereinafter referred to as the “Nomination Committee”) of Hangzhou SF Intra-city Industrial Co., Ltd. (hereinafter referred to as the “Company”, together with its subsidiaries, collectively referred to as the “Group”), further optimize the composition of the Board of Directors and the senior management, and improve the corporate governance structure, these terms of reference (the “Terms”) are formulated in accordance with the requirements of the Company Law of the People’s Republic of China, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (hereinafter referred to as the “SEHK Listing Rules”) and the Articles of Association of Hangzhou SF Intra-city Industrial Co., Ltd. (hereinafter referred to as the “Articles of Association”).

Article 2 The Nomination Committee is a special working body under the Board of Directors of the Company, and is mainly responsible for determining the candidates, selection criteria and procedures of Directors and the senior management of the Company, and making selections and recommendations in this regard.

Article 3 The reference of Directors herein refers to all Directors of the Company, and the senior management members refer to the general manager, deputy general managers, financial officers, secretary to the Board of Directors appointed by the Board of Directors and other senior management members specified in the Articles of Association.

Article 4 The Nomination Committee shall be accountable for and report to the Board of Directors.

Article 5 These Terms shall apply to the Nomination Committee and the personnel and departments governed by these Terms.

CHAPTER 2 COMPOSITION OF THE COMMITTEE

Article 6 The Nomination Committee shall consist of no less than three Directors, with a majority of whom being independent non-executive Directors, and shall have at least one Director of a different gender. Members of the Nomination Committee shall be nominated by the chairman of the Board of Directors and appointed by the Board of Directors upon approval by more than half of the Directors.

Article 7 The Nomination Committee shall have a chairman who shall be the chairman of the Board of Directors or an independent non-executive Director. The chairman shall be nominated by the chairman of the Board of Directors and appointed upon approval of the Board of Directors.

Article 8 The term of office of the Nomination Committee shall be the same as that of the Board of Directors, and the term of office of a member of the Nomination Committee shall be the same as his/her term of office as a Director. Members may be re-elected upon expiry of their terms of office. A member of the Nomination Committee shall, ipso facto, cease to be a member when he/she is no longer a Director of the Company.

Article 9 A member of the Nomination Committee may tender his/her resignation to the Board of Directors during his/her term of office by giving a written resignation to explain the reason for resignation and other matters which need to be brought to the attention of the Board of Directors. If the number of members of the Nomination Committee will fall below the minimum number as provided herein, the resigning member shall continue to perform his/her duties until the appointment of a new member from the Board of Directors to fill his/her place.

Article 10 Members of the Nomination Committee may be changed during their terms of office if proposed by the Board of Directors and approved after discussion by the Board of Directors.

Article 11 If the number of members of the Nomination Committee falls below the minimum number as provided herein, the Board of Directors shall make up the shortfall in accordance with these Terms.

Article 12 The secretary's office of the Board of Directors (the "Board Secretary's Office") shall act as the executive body of the Nomination Committee to provide support and services to, and perform duties assigned by, the Nomination Committee.

CHAPTER 3 RESPONSIBILITIES OF THE COMMITTEE

Article 13 The primary responsibilities of the Nomination Committee include:

- (1) to review periodically the structure, size, composition and relevant qualifications (including skill, expertise and experience) of the Board of Directors at least once annually, assist the Board of Directors in maintaining a board skills matrix and make recommendations on any proposed changes to the Board of Directors to complement the Company's corporate strategy;
- (2) to identify individuals suitably qualified to become Board members (including whether the individuals can bring to the Board of Directors the perspectives, skills and experiences and how the individuals can contribute to the diversity of the Board of Directors) and make recommendations to the Board of Directors on the selection of individuals nominated for directorships;
- (3) to assess the independence of the independent non-executive Directors of the Company;
- (4) to assess the number of directorship of other listed companies held by candidates to be nominated as the independent non-executive Directors of the Company. If the candidate is going to serve as a director in his seventh or more listed companies, the Board of Directors shall be satisfied that the candidate can still invest sufficient time in the Board of Directors;

- (5) to develop and maintain a policy for the nomination of the Directors which includes the nomination procedures and the process and criteria adopted by the Nomination Committee to identify, select and recommend candidates for directorship during the year, and to review periodically and disclose the policy and progress made towards achieving the objectives set in the nomination policy in the corporate governance report of the Company;
- (6) to develop and maintain a policy concerning the diversity of the Board of Directors, and to review periodically and disclose in the diversity policy or a summary of the policy in the corporate governance report of the Company;
- (7) to review annually the time required from non-executive Directors and independent non-executive Directors. Performance evaluations should be used to assess whether the non-executive Directors and independent non-executive Directors are spending enough time in fulfilling their duties;
- (8) to make recommendations to the Board of Directors on the appointment or re-appointment of Directors and succession planning for Directors, in particular the chairman of the Board of Directors and the chief executive officer. The Nomination Committee shall make recommendations on appointment of Directors with due regard to the diversity policy of the Company and in accordance with the challenges and opportunities faced by the Company;
- (9) to support the regular assessment of the performance of the Board of Directors.

Article 14 Responsibilities of the chairman of the Nomination Committee include:

- (1) to convene and preside over meetings of the Nomination Committee;
- (2) to supervise and examine the performance and implementation of the resolutions of the Nomination Committee;
- (3) to sign the relevant documents of the Nomination Committee;
- (4) to report the work of the Nomination Committee to the Board of Directors of the Company;
- (5) to perform other duties as required or conferred by the laws and regulations, the SEHK Listing Rules and other listing rules of the places where the securities of the Company are listed, the rules of procedure and the Board of Directors.

Article 15 Major responsibilities of a member of the Nomination Committee include:

- (1) to attend meetings of the Nomination Committee punctually, and express opinions on the matters discussed thereon and exercise voting rights at the meetings;
- (2) to propose matters for discussion at the meetings of the Nomination Committee;
- (3) to sit in on or observe relevant meetings of the Company, to conduct studies and researches and to obtain reports, documents, materials and other relevant information necessary for the performance of his/her responsibilities;
- (4) to fully understand the responsibilities of the Nomination Committee as a whole and those as a member of the Nomination Committee, and acquaint himself/herself with the operation, management, business activities and development of the Company in relation to his/her responsibilities to ensure his/her capacity for the performance of responsibilities;

- (5) to guarantee that he/she has devoted sufficient time and attention to fulfil his/her responsibilities;
- (6) to perform other duties as conferred by the laws and regulations, the SEHK Listing Rules and other listing rules of the places where the securities of the Company are listed, the rules of procedure and the Board of Directors.

CHAPTER 4 MEETINGS OF THE COMMITTEE

Article 16 Meetings of the Nomination Committee can be classified as regular meeting and extraordinary meeting.

Article 17 The Nomination Committee shall hold at least one regular meeting every year, and the notice of the meeting shall be served to all members three days before such meeting.

Article 18 The Nomination Committee may convene extraordinary meetings when necessary. In any of the following circumstances, the chairman of the Nomination Committee shall issue a notice to convene a meeting within three days:

- (1) in circumstances as deemed necessary by the Board of Directors;
- (2) in circumstances as deemed necessary by the chairman of the Nomination Committee;
- (3) when proposed by two or more members of the Nomination Committee.

Article 19 The Board Secretary's Office shall issue the notice of meeting in writing to each of the members of the Nomination Committee and relevant persons being invited to attend the meeting three days prior to the date of the meeting (except in special circumstances where the requirement of a prior notice is exempted, provided that the chairman of the meeting shall provide explanation at the meeting). The notice of meeting shall contain information on the form, time, venue, duration and agenda of the meeting, time of issuance of the notice, name and contact information of the contact person of the meeting and other relevant information.

Article 20 Upon receipt of the notice, all members of the Nomination Committee shall promptly provide confirmation and relevant replies (including but not limited to the confirmation of attendance, schedule and other matters) via a proper means.

Article 21 The quorum of a meeting of the Nomination Committee shall be the presence of two-thirds or more of the members.

Article 22 All members of the Nomination Committee shall attend the meeting in person. If a member is unable to attend the meeting in person due to any reason, such member shall, by signing and submitting a letter of proxy, authorize another member of the Nomination Committee to attend and express opinion at the meeting on his/her behalf. Such letter of proxy shall expressly state the scope and term of the authorization. Each member may appoint only one other member as his/her proxy to exercise the voting right on his/her behalf. Where a member authorizes two or more other members to exercise the voting right on his/her behalf, such authorization shall be invalid. In addition, no member shall accept any such authorization from two or more other members concurrently.

The member attending a meeting on behalf of another member shall exercise the rights within the scope of authorization. If a member does not attend a meeting of the Nomination Committee in person or authorize another member of the Nomination Committee to exercise the rights on his/her behalf, nor does he/she submit any opinion in writing prior to the meeting, he/she shall be deemed to have waived his/her rights.

A member who is unable to attend a meeting in person may also exercise his/her rights by submitting in writing his/her opinion with respect to any matter on the meeting agenda, provided that such written opinion shall be submitted to the Board Secretary's Office before the meeting.

Article 23 If a member of the Nomination Committee does not attend a meeting of the Nomination Committee in person or authorize another member of the Nomination Committee to attend such meeting on his/her behalf, nor does he/she submit any opinion in writing prior to the meeting on two consecutive occasions, or if such member fails to attend in person 3/4 of all meetings of the Nomination Committee held during any year, such member shall be deemed incapable of performing the duties of the Nomination Committee, and the Board of Directors may make a change to the members of the Nomination Committee in accordance with these Terms.

Article 24 Meetings of the Nomination Committee shall be presided over by the chairman of the Nomination Committee, who may appoint another member of the Nomination Committee to act on his/her behalf when he/she is unable to attend the meeting. If the chairman of the Nomination Committee neither performs his/her duties nor designates another member to act on his/her behalf, any member may report the same to the Board of Directors, and the Board of Directors shall appoint another member who is an independent non-executive Director to fulfil the duties of the chairman of the Nomination Committee.

CHAPTER 5 PROCEDURES OF MEETINGS

Article 25 Each member of the Nomination Committee shall have one vote. A resolution of the meeting shall be passed by a simple majority of the votes of all members. In the event of a tie, the chairman of the Nomination Committee shall have one additional vote. In the event that the meeting fails to reach a valid resolution due to abstention of any member, the relevant matter shall be considered directly by the Board of Directors.

Article 26 Meetings of the Nomination Committee shall be held in the forms of on-site meetings, by video, telephone or by way of written resolutions. If a meeting is held off-site, it shall be ensured that members of the Nomination Committee are able to express their views fully. The voting methods at a meeting are as follows: vote by poll in writing or vote by a show of hands (or voice vote). For a meeting held on-site shall adopt the method of voting by poll in writing or voting by a show of hands (or voice vote). For a meeting held via video or telephone may adopt the method of voting by a show of hands (or voice vote), but members who attend the meeting shall complete a writing procedure of signing as soon as possible and submit their votes with the signatures to the Nomination Committee. A meeting held by way of written resolutions shall adopt the method of voting by poll in writing, and members who vote shall also submit their votes with the signatures to the Nomination Committee as soon as possible.

Article 27 A meeting of the Nomination Committee shall consider and discuss matters of the agenda, and members of the Nomination Committee shall explicitly, independently and fully express their opinions based on their own judgment. In case of diverse opinions, such different views shall be stated in the meeting summary to be presented to the Board of Directors.

Article 28 The Nomination Committee may invite directors, related senior management members, relevant experts of the Company, external experts, scholars, intermediary agencies and other relevant personnel to sit in on a meeting. Such persons being invited shall give their explanations and elaborations on any issues as required by any member of the Nomination Committee.

Article 29 When the Nomination Committee considers necessary, with the approval of the Board of Directors, it may seek for professional advice from external professional personnel or organizations, and the Company shall bear the reasonable expenses incurred.

Article 30 The procedures for convening a meeting of the Nomination Committee, its voting methods, and resolutions passed at the meeting must comply with the relevant laws, regulations, the Articles of Association and these Terms.

Article 31 If a member of the Nomination Committee is an interested party in any matter being considered by the Nomination Committee, such member shall recuse from the discussion and abstain from the voting.

Article 32 Everyone attending a meeting of the Nomination Committee shall keep all matters discussed at the meeting confidential and shall not disclose any such information without authorization.

CHAPTER 6 MINUTES AND SUMMARY OF COMMITTEE MEETING

Article 33 Minutes shall be kept for every meeting of the Nomination Committee, which shall be prepared by the Board Secretary's Office and shall contain the following information:

- (1) session, meeting method, date, venue and name of the chairman of the meeting;
- (2) attendance of members in person and by proxy;
- (3) name and title of each attendee;
- (4) agenda of the meeting;
- (5) main points made by members and other relevant attendees (if any);
- (6) name of the person taking minutes;
- (7) abstention of any interested member (if any), which shall be specified in the minutes or the relevant resolutions.

All members present at the meeting of the Nomination Committee shall sign the minutes.

Article 34 After each meeting of the Nomination Committee, the Board Secretary's Office shall prepare a meeting summary based on the discussion of the meeting.

In addition to submitting to the Board of Directors of the Company, copies of the meeting summary shall be sent to every member of the Nomination Committee. The draft and final version of the meeting summary are sent to members for their comment and record, respectively.

Article 35 Meeting minutes, meeting summary, letters of proxy, written opinions of members of the Nomination Committee and other materials of the meeting of the Nomination Committee shall be handled by the Board Secretary's Office in accordance with relevant requirements.

CHAPTER 7 SUPPLEMENTARY PROVISIONS

Article 36 These Terms shall become effective upon consideration and approval by the Board of Directors of the Company.

Article 37 In case of any matters not covered herein or contradictions arisen herein with the provisions of the relevant laws and regulations, the SEHK Listing Rules or the Articles of Association promulgated or amended from time to time after these Terms become effective, such laws, regulations, the SEHK Listing Rules and the Articles of Association shall prevail.

Article 38 Unless otherwise specified, terms used herein shall have the same meanings ascribed to them in the Articles of Association or the SEHK Listing Rules.

Article 39 These Terms shall be construed and interpreted by the Board of Directors of the Company.