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哈尔滨电气股份有限公司

HARBIN ELECTRIC COMPANY LIMITED

(a joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 1133)

TERMS OF REFERENCE OF THE NOMINATION COMMITTEE UNDER THE BOARD

The board (the “**Board**”) of directors (the “**Directors**”) of Harbin Electric Company Limited (the “**Company**”) hereby announces that, the Board has approved the adjustment to the terms of reference of the special committees under the Board. The terms of reference of the Nomination Committee under the Board upon adjustment are as follows:

- (1) To review the structure, size and composition (including skills, knowledge and experience) of the Board at least annually and make recommendations to the Board for relevant adjustments in line with the Company’s strategy;
- (2) To consider the criteria and procedures on selection of Directors and senior management and make recommendations thereon to the Board;
- (3) To select qualified candidates for Directors and president and make recommendations thereon to the Board;
- (4) To review the independence of independent non-executive Directors;

- (5) To review and make recommendations to the Board on candidates of company secretary nominated by the chairman and candidates of senior vice president and vice president nominated by the president;
- (6) 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 president; and
- (7) To carry out other duties as authorized or delegated by the Board.

By Order of the Board
Harbin Electric Company Limited
Ai Li-song
Company Secretary

Harbin, the PRC
8 September 2023

As at the date of this announcement, the executive Directors of the Company are Mr. Cao Zhi-an, Mr. Huang Wei and Mr. Zhang Ying-jian; and the independent non-executive Directors of the Company are Mr. He Yu, Mr. Hu Jian-min, Mr. Tang Zhi-hong and Mr. Pan Qi-long.