

KOWLOON DEVELOPMENT COMPANY LIMITED
(“the Company”)

**Terms of Reference
of
NOMINATION COMMITTEE**

1. Constitution

- 1.1 The Board of Directors of the Company (“the Board”) resolved on 29 March 2012 to establish a committee of the Board known as the Nomination Committee (hereinafter referred to as “the Committee”).
- 1.2 The Committee is established under the delegation from the Board pursuant to Article 135 of the Company’s Articles of Association.

2. Membership

- 2.1 Members of the Committee must be appointed by the Board and the Committee must comprise a minimum of three members. The majority of the Committee members must be Independent Non-executive Directors.
- 2.2 The chairman of the Board or an Independent Non-executive Director should be the chairman of the Committee (“the Chairman”).
- 2.3 The Company should appoint at least one Director of a different gender to the Committee.

3. Secretary

- 3.1 The Company Secretary or such other person with appropriate qualification and experience as appointed by the Committee from time to time shall act as the Secretary of the Committee.

4. Frequency and proceedings of meetings

- 4.1 The Committee must meet at least once a year before the holding of the Company’s annual general meeting where re-appointment of Directors will be considered. Additional meetings should be held as the work of the Committee demands.
- 4.2 The Chairman may convene additional meetings as his/her discretion.
- 4.3 The quorum of a meeting shall be two members of the Committee.
- 4.4 The Company should provide the Committee sufficient resources to perform its duties. Where necessary, the Committee should seek independent professional advice, at the Company’s expense, to perform its responsibilities.

- 4.5 The Committee may, from time to time, invite advisers or such other persons as may be deemed necessary, to attend meetings.
- 4.6 Proceedings of meetings of the Committee shall be governed by the provisions of Article 137 of the Articles of Association of the Company.

5. General Meetings

- 5.1 Members of the Committee should attend the Company's general meetings and be available to respond to questions and enquiries in relation to their work at the general meetings.
- 5.2 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 and/or explanatory statement accompanying the notice of the relevant general meeting:
- (i) the process used for identifying the individual and why the Board believes the individual should be elected and the reasons why it considers the individual to be independent;
 - (ii) [To be repealed after 30 June 2028] if the proposed Independent Non-executive Director will be holding their seventh (or more) directorship of an issuer listed on the Main Board or GEM, why the Board believes 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.

6. Responsibilities, powers and functions

- 6.1 The Committee should formulate the policy for the nomination of Directors and the policy concerning the diversity of Board members for consideration of the Board and implement the aforesaid policies laid down by the Board.
- 6.2 The Committee should, without prejudice to the generality of the foregoing:
- (i) consider the selection criteria of Directors and develop procedures for the sourcing and selection of suitable members of the Board to be elected by shareholders;
 - (ii) review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually, assist the Board in maintaining a board skills matrix, and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy;

- (iii) identify individuals suitably qualified to become Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships. Sufficient biographical details of nominated candidates shall be provided to the Board and shareholders to enable them to make an informed decision;
- (iv) identify and nominate individuals to fill casual vacancies of Directors for the Board's approval;
- (v) assess the independence of Independent Non-executive Directors;
- (vi) 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;
- (vii) support the Company's regular evaluation of the Board's performance;
- (viii) do any such things to enable the Committee to discharge its powers and functions conferred on it by the Board; and
- (ix) conform to any requirement, direction and regulation that may from time to time be prescribed by the Board or contained in the constitution of the Company or imposed by legislation.

7. Reporting Procedures

- 7.1 Draft and final versions of minutes of the Committee meetings should be circulated to all members for their comment and records respectively, within a reasonable time after the meeting is held.
- 7.2 Minutes of the Committee meetings should be kept by the Secretary and should be open for inspection at any reasonable time on reasonable notice by any Director.
- 7.3 The Secretary should circulate the minutes of the Committee meetings to other members of the Board.
- 7.4 The Committee should report back to the Board on its decisions or recommendations, unless there are legal or regulatory restrictions on its ability to do so (such as a restriction on disclosure due to regulatory requirements).

8. Disclosures in the Annual Report to Shareholders

- 8.1 The role and function of the Committee.
- 8.2 The composition of the Committee and whether it comprises Independent Non-executive Directors, Non-executive Directors and Executive Directors (including their names and identifying the Chairman).

- 8.3 The number of meetings held by the Committee during the year to discuss matters and the record of attendance of members, by name, at meetings held during the year.
- 8.4 A summary of the work during the year, including disclosing (i) the policy for the nomination of Directors during the year, which includes the nomination procedures and the process and criteria adopted by the Committee to select and recommend candidates for directorship during the year, and (ii) the Committee's assessment of each Director's time commitment and contribution to the Board, as well as the Director's ability to discharge his or her responsibilities effectively, taking into account professional qualifications and work experience, existing directorships of issuers listed on the Main Board or GEM and other significant external time commitments of such Director and other factors or circumstances relevant to the Director's character, integrity, independence and experience.

9. Publication of the Terms of Reference

- 9.1 The terms of reference explaining the Committee's role and the authority delegated to it by the Board will be posted on both the websites of "HKEXnews" (www.hkexnews.hk) and the Company (www.kdc.com.hk). A copy of the terms of reference will be made available to any person without charge upon request.

(These Terms of Reference were approved by the Board on 27 June 2025)