



KWG GROUP HOLDINGS LIMITED

合景泰富集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1813)

(hereafter the “Company”)

Nomination Committee — Terms of Reference

1. Members

- 1.1 The nomination committee of the Company (the “**Nomination Committee**”) should be established by the board of directors of the Company (the “**Board**”) and it should comprise a majority of independent non-executive directors with at least one member of a different gender. Members of the Nomination Committee shall be appointed by the Board.
- 1.2 The Nomination Committee must be chaired by the chairperson of the Board or an independent non-executive director within the Nomination Committee and appointed by the Board.
- 1.3 The terms of appointment to Nomination Committee members should be determined by the Board at the appointment date.

2. Secretary of Nomination Committee

- 2.1 The company secretary of the Company shall act as the secretary of the Nomination Committee.
- 2.2 The Nomination Committee may from time to time, appoint any other person with appropriate qualification and experience to act as the secretary of the Nomination Committee.

3. Meeting

- 3.1 The member of Nomination Committee can call for a meeting anytime when it is necessary. Any member or the secretary of the Nomination Committee can call for a meeting.
- 3.2 Notice of at least 14 days should be given for any meeting, unless such notification is waived by all members of the Nomination Committee. Notwithstanding the notification period, the attendance of the member of the Nomination Committee at the meeting would be deemed to be treated as the

waiver of the required notification requirement. If the follow-up meeting takes place within 14 days after the meeting, then no notification is required for such follow-up meeting.

- 3.3 The quorum necessary for the transaction of business of the Nomination Committee shall be two members of the Nomination Committee, one of whom must be an independent non-executive director.
- 3.4 Meeting can be attended in person or via electronic means including telephone or videoconferencing. The members of the Nomination Committee can attend the meeting via telephone or any similar communication device (all persons attending such meeting should be able to hear from such member via such communication device).
- 3.5 Resolutions of the Nomination Committee shall be passed, in the case of a meeting, by more than half of the members of the Nomination Committee attending such meeting.
- 3.6 The resolution passed and signed by all members of Nomination Committee is valid, and the validity is the same as any resolution passed in the meeting held.
- 3.7 Full minutes of Nomination Committee meeting should be kept by a duly appointed secretary of the Nomination Committee and be available for review by the directors. Draft and final versions of minutes of the meeting should be sent to all members of the Nomination Committee for their comment and records, within a reasonable time after the meeting.

4. Meeting attendance

- 4.1 Upon the invitation from the Nomination Committee, the chairperson of the Board and/or the general manager or the chief executive officer, other staff members responsible for the human resources function, external advisor and other persons can be invited to attend all or part of any meeting.
- 4.2 Only the members of the Nomination Committee can vote in a meeting of the Nomination Committee.

5. Annual General Meeting

- 5.1 The chairperson of Nomination Committee or (if absent) the other member of Nomination Committee (must be an independent non-executive director) should attend the annual general meetings of the Company, and handle the shareholders' enquiry on the activities and responsibilities related to the Nomination Committee at such meetings.

6. Duties and Powers

The Nomination Committee shall have the following duties and powers:

- 6.1 to review the structure, size and composition (including the skills, knowledge, experience and diversity of perspectives) 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;
- 6.2 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;
- 6.3 to assess the independence of independent non executive directors;
- 6.4 to make recommendations to the Board on the appointment or re-appointment of directors and succession planning for directors (in particular the chairperson and the chief executive);
- 6.5 to review the implementation and effectiveness of the policy on Board diversity of the Company (the "**Board Diversity Policy**") and any measurable objectives for implementing such Board Diversity Policy as may be adopted by the Board regularly and to review the progress on achieving the objectives;
- 6.6 to review the Board nomination policy of the Company regularly;
- 6.7 to review the implementation and effectiveness of the workforce diversity policy of the Company (the "**Workforce Diversity Policy**") and any measurable objectives for implementing such Workforce Diversity Policy as may be adopted by the Board regularly and to review the progress on achieving the objectives;
- 6.8 to review and assess each director's time commitment and contribution to the Board in a manner that aligns with their role and responsibilities, as well as the director's ability to discharge his/her responsibilities effectively on an annual basis; and
- 6.9 to support the Company's regular evaluation of the Board's performance.

7. Reporting

- 7.1 The Nomination Committee shall report to the Board after each of its meetings.

8. Authority

- 8.1 The Nomination Committee is authorised by the Board to request from employee of the Company to provide any information within the scope of its duties.
- 8.2 The Nomination Committee should have access to independent professional advice at the Company's expense if necessary, to perform the responsibilities of the Nomination Committee.

Remark: the independent professional advice can be sought via the company secretary.

- 8.3 The Nomination Committee should be provided with sufficient resources to perform its duties.