



Xi'an Kingfar Property Services Co., Ltd.

西安經發物業股份有限公司

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

(Stock Code: 1354)

(hereafter the “**Company**”)

Nomination Committee – Terms of Reference

1. MEMBERS

- 1.1 The nomination committee (the “**Nomination Committee**”) shall be established by the board of directors of the Company (the “**Board**”) and shall comprise not less than three members and a majority of which shall be independent non-executive directors. The Nomination Committee shall appoint at least one director 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 chairman or chairlady 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 shall be determined by the Board at the appointment date, and shall not exceed the member's tenure as a director.

2. SECRETARY

- 2.1 The company secretary or any joint company secretary shall act as the secretary of the Nomination Committee.
- 2.2 The Nomination Committee may from time to time, appoint any other person with 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 any meeting shall be given at least 5 business days (excluding Saturdays, Sundays and public holidays in mainland China and Hong Kong) before the meeting, unless such notification requirement is waived by all members of the Nomination Committee. Notwithstanding the notification period requirement, the attendance of a member of the Nomination Committee at a meeting would be deemed as the waiver by such member of the required notification requirement. If a follow-up meeting takes place within 14 days after the first 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, at least 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 may 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 a majority of votes of the members of the Nomination Committee attending such meeting. The chairman or chairlady of the Nomination Committee shall be entitled to a second or casting vote when an equality of votes occurs.
- 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 at a meeting of the Nomination Committee duly convened and 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 shall be sent to all members of the Nomination Committee within reasonable time after the meeting, with the first draft to be used for members' comments and the final version to be used for their records.

4. MEETING ATTENDANCE

- 4.1 Upon the invitation from the Nomination Committee, the chairman or chairlady of the Board, the supervisors, the general manager or the chief executive officer, other staff members responsible for human resources functions, external advisors and other persons may be invited to attend all or part of any meeting.
- 4.2 Only the members of the Nomination Committee may vote at a meeting of the Nomination Committee.

5. ANNUAL GENERAL MEETING

- 5.1 The chairman or chairlady of Nomination Committee or (if absent) another member of Nomination Committee (must be an independent non-executive director) shall attend the annual general meetings of the Company, and handle the shareholders' enquiries on the activities and responsibilities related to the Nomination Committee.

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 its duties, 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 to be 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 chairman or chairlady of the Board and the chief executive officer);
- 6.5 to support the Company's regular evaluation of the Board's performance;
- 6.6 to review the policy on Board diversity (the "**Board Diversity Policy**") and any measurable objectives for implementing such Board Diversity Policy as may be adopted by the Board from time to time and to review the progress on achieving the objectives; and
- 6.7 to review the policy for the nomination of Directors, which shall include at least the nomination procedure, process and the criteria to select and recommend candidates for directorship.

6.8 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 procedure used for identifying the individual and why the Board believes the individual shall be elected and the reasons why it considers the individual to be independent; (ii) if the proposed independent non-executive director will be holding his/her seventh (or more) listed company directorship, 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; (iv) how the individual contributes to diversity of the Board.

6.9 Performing the Company's corporate governance functions:

6.9.1 to develop and review the Company's policies and practices on corporate governance and make recommendations to the Board;

6.9.2 to review and monitor the training and continuous professional development of directors and senior management of the Company;

6.9.3 to review and monitor the Company's policies and practices on compliance with legal and regulatory requirements;

6.9.4 taking into account the factors stipulated in the Listing Rules, to review and assess the time commitment and contributions to the Board, and the ability to effectively perform his duties of each director;

6.9.5 to develop, review and monitor the code of conduct and compliance manual (if any) applicable to employees and directors of the Company; and

6.9.6 to review the Company's compliance with the Corporate Governance Code and disclosure in the Corporate Governance Report.

6.10 to review the implementation and effectiveness of the Company's mechanism(s) to ensure independent views and opinions are available to the Board.

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 authorized 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 shall 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 company secretary or any joint company secretary.

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

January 2026