

HKR INTERNATIONAL LIMITED
香港興業國際集團有限公司*
(the “Company”)

TERMS OF REFERENCE OF NOMINATION COMMITTEE
(the “NomCom”)

Formation

The NomCom was formed by the board of directors of the Company (the “Board”) on 26 March 2012.

Composition, Notice and Quorum

- The NomCom shall comprise not less than 3 members with a majority of independent non-executive directors (“INEDs”), with at least one director of a different gender.
- The chairman of the NomCom shall be the Chairman of the Board or an INED.
- Prior notice in writing or by telephone should be given to all NomCom members unless otherwise waived by members in writing. The presence of a member at the meeting deems to have given his/her consent to a waiver or short notice.
- A quorum of meeting of the NomCom shall be 2 members and resolutions of the NomCom shall be passed by a majority vote present at the meeting.
- The company secretary of the Company shall be the secretary of the NomCom.

Authority and Duties

The NomCom shall:

1. 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;
2. identify individual suitably qualified to become board members and select or make recommendations to the Board on the selection of individuals nominated for directorships;
3. assess the independence of INEDs;
4. make recommendations to the Board on the appointment or re-appointment of directors and succession planning for directors, in particular the chairman and the chief executive;

5. support the Company's regular evaluation of the Board's performance with the summarised Board evaluation results be circulated to and reviewed by the NomCom and any feedback, in particularly regarding Board composition, be provided to the Board. The NomCom shall annually assess and report its assessment of each Director's time commitment and contribution to the Board as well as the Director's ability (including professional qualifications, work experience, existing directorships of other listed companies and other significant external time commitment, etc) to discharge his/her responsibilities effectively in the annual corporate governance report ;
6. maintain a policy for the nomination of directors, which includes the nomination procedures and the process and criteria adopted to select and recommend candidates for directorship;
7. maintain a policy concerning diversity of board members, consider the measurable objectives for implementing the policy for the approval of the Board and monitor the progress on achieving those objectives for reporting in the annual corporate governance report;
8. consider other topics, as defined by the Board from time to time; and
9. seek independent professional advice when required, at the Company's expense, to perform its responsibilities.

Updated on 25 March 2026

** Registered under the predecessor of the Companies Ordinance, Chapter 622 of the laws of Hong Kong*