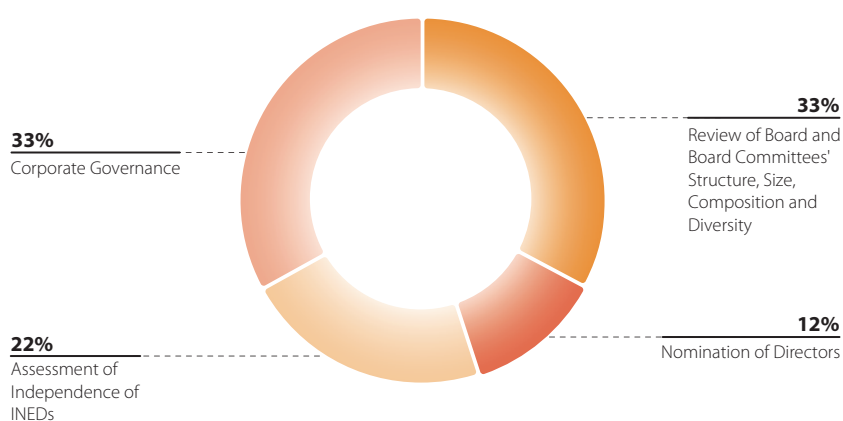


Nomination Committee Report

Dear Shareholders,

We are pleased to present the Nomination Committee Report for 2023. The primary roles of the Nomination Committee are to review the Board's structure, size, composition and diversity, and to recommend Board appointments. The roles of the Directors continue to evolve in line with the growing demands of a fast-changing business environment. The Board is constantly looking ahead to ensure that our Directors have the skills and experience required to drive the highest standards of performance. During the year, we were pleased to welcome Chung Cordelia to the Board.

Committee activities and agenda time during the year



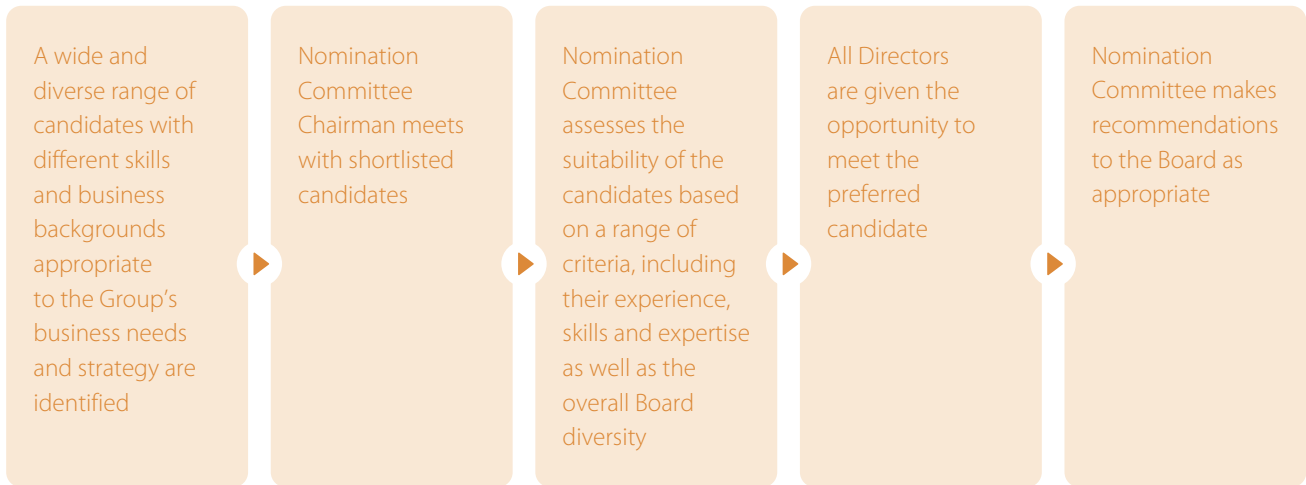
Composition in 2023	<p>Lee Irene Yun-Lien (Chairman)</p> <p>Chung Cordelia* (appointed on 16 May 2023)</p> <p>Churchouse Frederick Peter*</p> <p>Poon Chung Yin Joseph*</p> <p>Lee Chien</p> <p>Fan Yan Hok Philip* (ceased to be a member on 16 May 2023)</p> <p>* INED</p>
Independence Weighting	60%
Meeting Schedule	<ul style="list-style-type: none"> At least one meeting every year One meeting in 2023
Highlights in 2023	<ul style="list-style-type: none"> Nominated Chung Cordelia as an INED and a member of the Remuneration Committee and the Nomination Committee Considered Hysan's diversity agenda and reviewed the progress on achieving the gender diversity target at Board level Considered Board refreshment and the reshuffling of Board Committee's composition for fresh perspectives while maintaining continuity Considered the re-appointment of Directors and independence of INEDs Reviewed and updated its terms of reference

ROLES AND AUTHORITIES

The Nomination Committee's main roles and authorities are to:

- Review and make recommendations on the structure, size, composition and diversity of the Board with a view to complementing our corporate strategies;
- Review the Diversity Policy;
- Review the independence of INEDs pursuant to the Listing Rules' requirements;
- Oversee the general succession planning of the Board and that for the senior management team;
- Oversee the human capital of the Group, including the diversity and gender ratio of the workforce;
- Review the time commitment and effort required of Directors to discharge their responsibilities;
- Review the training and continuous professional development of the Directors; and
- Recommend the nomination of Directors after careful consideration of the attributes and values required in accordance with the Company's Nomination Policy, while also taking into account diversity aspects (including, but not limited to, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service) and our diversity agenda with due regard to the benefits of diversity, as set out under the Diversity Policy.

Director Recruitment Process



Nomination Committee Report

ACTIVITIES

During 2023, the Nomination Committee held one meeting. Details of matters discussed in the Committee meeting are given below.

Composition of the Board and Board Committees

Regarding the composition of the Board and the Board Committees, the Committee:

- Considered and endorsed the nomination of Chung Cordelia as an INED and a member of the Remuneration Committee and the Nomination Committee and recommended her appointment for the Board's approval. The recommendation was made on the basis of Chung Cordelia's extensive multinational experience specialising in information technology and knowledge of the building industry, in accordance with the Company's Nomination Policy and Diversity Policy. The appointment of Chung Cordelia reflects the Group's commitment to refresh the average tenure of Directors and expand the Board's breadth of experience by including fresh perspectives from a diversified business and professional background;
- Considered and endorsed proposed changes to the Board Committees' compositions to take effect during the year, for fresh perspectives while maintaining continuity;
- Reviewed Hysan's diversity agenda and progress on achieving the gender diversity target. Having exceeded the gender diversity target of 33% female Directors by appointment of new female INED during the year, the Committee reviewed and affirmed the ultimate goal of achieving gender parity at Board level;
- Considered Board refreshment and succession planning taking into account Hysan's diversity agenda and increasing regulatory and governance concerns regarding long serving INEDs;
- The Board continued to engage Li Xinzhe Jennifer as an advisor to the Board to enrich the Board's skills and diversity and support its strategic decision making;
- Assessed the structure, size, composition and diversity of the Board and Board Committees, and monitored the progress made towards enriching the skills and experience of Board members, while improving Board diversity in its widest sense (including gender) in line with the Company's strategy;
- The Nomination Committee was satisfied that the current composition and size of the Board is appropriate for the time being;
- Reviewed the time commitment of Directors. As reflected in Directors' high rates of attendance, the Committee was satisfied that all Directors were committed to the Company and had contributed to the Board through their participation in the Company's affairs and discussions at Board and Board Committee meetings during the year (please also refer to the table on page 71 for Directors' attendance record);
- Reviewed the contributions of those Directors who are due to retire and are subject to re-election at the forthcoming 2024 AGM with the support of the Board;
- Recommended the re-appointment of Directors to the Board; and
- Reviewed the training of the Directors and senior management.

Independence of INEDs

The Committee assessed the independence and commitment of each of the INEDs during the year. Details of Board Independence, including the Process of Independence Assessment, are set out on pages 62 to 65.

The Committee and the Board were thus satisfied that, notwithstanding the length of service of each INED, as well as the number and nature of offices they hold in other public companies and/or their other commitments, they remained highly committed, are independent and impartial, and continue to be in a position to discharge their duties and responsibilities in the coming year.

Review of Policy

The Committee reviewed the Nomination Policy and Diversity Policy during the year (available on the Company's website) on the nomination procedures and the progress on achieving the measurable objectives set in accordance with the CG Code, respectively.

COMMITTEE EFFECTIVENESS

The Committee's effectiveness was formally reviewed during the year as part of the Board evaluation process, which concluded that the Committee continues to operate effectively.

Members of the Nomination Committee

Lee Irene Yun-Lien (Chairman)
Chung Cordelia
Churchouse Frederick Peter
Poon Chung Yin Joseph
Lee Chien

Hong Kong, 22 February 2024