

**CHARTER OF THE NOMINATION COMMITTEE  
OF THE BOARD OF DIRECTORS OF  
KE HOLDINGS INC.**

**(Adopted by the Board of Directors of KE Holdings Inc. (the “Company”) on 27 April 2022, and shall become effective immediately upon the Company’s listing on The Stock Exchange of Hong Kong Limited (the “HKSE”))**

This charter (“**Charter**”) is available for viewing in English and traditional Chinese. If there is any inconsistency between the English and the traditional Chinese versions of this Charter, the English version shall prevail over the traditional Chinese version.

**I. PURPOSE OF THE COMMITTEE**

The purpose of the Nomination Committee (the “**Committee**”) of the board of directors (the “**Board**”) of the Company shall be to recommend criteria for the selection of candidates to the Board and its committees, identify and to recommend to the Board individuals it determines to be well-qualified, willing and available to serve as directors of the Company and on committees of the Board; to advise the Board with respect to the Board composition, procedures and committees; to recommend directors for appointment to Board committees; to review periodically the size of the Board and recommend to the Board any appropriate changes; and to make recommendations to the Board as to determinations of director independence.

**II. COMPOSITION OF THE COMMITTEE**

The Committee shall consist of two or more directors and must be comprised of a majority of independent non-executive directors meeting the independence requirements from time to time as stipulated in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time), as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of the New York Stock Exchange (“**NYSE**”) (for so long as the Company’s shares or American depositary shares (“**ADSs**”) are there listed), the HKSE (for so long as the Company’s shares or ADSs are there listed) and any other securities exchange or other system on which the Company’s shares or ADSs are listed or authorized for trading from time to time (The NYSE, the HKSE and any such other securities exchange or other system collectively, the “**Stock Exchange**”) and any additional requirements that the Board deems appropriate.

Committee members shall be appointed by the Board and may be removed by the Board at any time. The chairperson of the Committee (the “**Chairperson**”) shall be an independent non-executive director and shall be designated by the Board. For avoidance of any doubt, any vacancy on the Committee shall be filled by the Board and no member of the Committee shall be removed except by the Board.

### **III. MEETINGS AND PROCEDURES OF THE COMMITTEE**

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities. The Chairperson shall preside at each meeting and, in the absence of the Chairperson, one of the other members of the Committee shall be designated as the acting chair of the meeting. The Chairperson, in consultation with the other Committee members, shall determine the frequency and length of the Committee meetings and shall set meeting agendas consistent with this charter. The meeting agenda and accompanying documents should be sent to all members of the Committee at least 3 days before the intended date of each Committee meeting (or such other period as the members may agree). The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

Voting on Committee matters shall be on a one vote per member basis. All matters submitted for voting shall require voting by a majority of the Committee. The Chairperson could cast a tie-breaking vote when the Committee has a deadlock.

The Committee shall maintain minutes of its meetings and records relating to those meetings (“**Minutes**”), which shall be kept by a duly appointed secretary and should be open for inspection at any reasonable time on reasonable notice by any director. The Minutes should record in sufficient detail the matters considered and decisions reached, including any concerns raised by the members of the Committee or dissenting views expressed.

The Committee shall report regularly to the Board on its activities, decisions and recommendations, as appropriate, unless there are legal or regulatory restrictions on its ability to do so.

### **IV. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE**

The basic responsibility of the members of the Committee is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its shareholders. In discharging that obligation, members should be entitled to rely on the honesty and integrity of the Company’s senior executives and its outside advisors, to the fullest extent permitted by law.

In addition to any other responsibilities which may be assigned from time to time by the Board, the Committee is responsible for the following matters.

## **A. Board Candidates and Nominees**

The following duties and responsibilities with respect to Board candidates and nominees are within the authority of the Committee and the Committee shall, consistent with and subject to applicable law and rules and regulations promulgated by the United States Securities and Exchange Commission (the “SEC”), the Hong Kong Securities and Futures Commission (the “SFC”), the Stock Exchange, or any other applicable regulatory authority:

- (a) assist in identifying, recruiting and, if appropriate, interviewing candidates to fill positions on the Board, including persons suggested by the shareholders of the Company or others;
- (b) review the background and qualifications of individuals being considered as director candidates; provided that among the qualifications considered in the selection of candidates, the Committee shall look at the following attributes and criteria of candidates: experience, skills, expertise, diversity, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, conflicts of interest and such other relevant factors that the Committee considers appropriate in the context of the needs of the Board;
- (c) recommend to the Board the director nominees for election by the shareholders of the Company or appointment by the Board, as the case may be, pursuant to the then effective memorandum and articles of association of the Company, which recommendations shall be consistent with the criteria for selecting directors established by the Board from time to time;
- (d) review the suitability for continued service as a director of each Board member when his or her term expires and when he or she has a change in status, including, but not limited to, an employment change, and to recommend whether or not the director should be renominated;
- (e) make recommendations to the Board on succession planning for directors, in particular the chairperson and the chief executive officer; and
- (f) periodically review, as appropriate, the services of all directors on the boards of other public companies (if applicable) with consideration to the substantial time commitment required of directors and make such recommendations to the Board as it may deem advisable.

## **B. Board Composition, Size and Procedures**

The following duties and responsibilities with respect to the composition and procedures of the Board as a whole are within the authority of the Committee and the Committee shall, consistent with and subject to applicable law and rules and regulations promulgated by the SEC, the SFC, the Stock Exchange, or any other applicable regulatory authority:

- (a) review annually with the Board the composition of the Board as a whole and to recommend, if necessary, measures to be taken so that the Board reflects the appropriate balance of independence, knowledge, experience, skills, expertise and diversity required for the Board as a whole and contains at least the minimum number of independent directors and independent non-executive directors required by the Stock Exchange;
- (b) review periodically the size of the Board and recommend to the Board any appropriate changes;
- (c) assess the independence of the directors, including the independence of independent non-executive directors;
- (d) make recommendations on the frequency and structure of Board meetings;
- (e) make recommendations concerning any other aspect of the procedures of the Board that the Committee considers warranted, including, but not limited, to procedures with respect to the waiver by the Board of any Company rule, guideline, procedure or corporate governance principle; and
- (f) have a policy concerning the diversity of members of the Board and make recommendations to the Board regarding the amendment to such policy from time to time as appropriate.

## **C. Board Committees**

The following duties and responsibilities with respect to the committee structure of the Board are within the authority of the Committee and the Committee shall, consistent with and subject to applicable law and rules and regulations promulgated by the SEC, the SFC, the Stock Exchange, or any other applicable regulatory authority:

- (a) make recommendations to the Board regarding the size and composition of each standing committee of the Board, including the identification of individuals qualified to serve as members of a committee, including the Committee, and recommend individual directors to fill any vacancy that might occur on a committee, including the Committee;
- (b) monitor the functioning of the committees of the Board and make recommendations for any changes, including the creation and elimination of committees;

- (c) review annually committee assignments and the policy with respect to the rotation of committee memberships and/or chairpersonships, and report any recommendations to the Board; and
- (d) recommend that the Board establish such special committees as may be desirable or necessary from time to time in order to address ethical, legal or other matters that may arise; provided that the Committee's power to make such a recommendation under this Charter shall be without prejudice to the right of any other committee of the Board, or any individual director, to make such a recommendation at any time.

#### **D. Chief Executive Officer**

The Committee shall have the following duties and responsibilities with respect to the appointment of Chief Executive Officer:

- (a) to assist the Board in identifying, recruiting and, if appropriate, interviewing candidates.
- (b) to review the background and qualifications of individual being nominated as Chief Executive Officer and make recommendations to the Board on the appointment of the Chief Executive Officer. Among the qualifications considered in the selection of candidates, the Committee shall look at the following attributes and criteria of candidates: experience, skills, expertise, leadership, diversity, personal and professional integrity, character, business judgment, dedication, conflicts of interest and such other relevant factors that the Committee considers appropriate; and
- (c) to review the suitability for continued service of Chief Executive Officer when his or her term expires, and to recommend to the Board whether or not he or she should be re-appointed.

#### **V. EVALUATION OF THE COMMITTEE**

The Committee shall, on an annual basis, evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner. The Committee shall deliver to the Board a report, which may be oral, setting forth the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Company's or the Board's policies or procedures.

## **VI. INVESTIGATIONS AND STUDIES; OUTSIDE ADVISERS**

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Company's expense, such independent counsel or other consultants or advisers as it deems necessary.

While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable law.