



HYBRID KINETIC GROUP LIMITED

正道集團有限公司

(incorporated in Bermuda with limited liability)

(Stock code: 1188)

(“Company” and 「本公司」)

**Terms of reference of the Nomination Committee (“Committee”)
of the Board of Directors (“Board”) of the Company
董事會(「董事會」)提名委員會(「委員會」)
職權範圍**

(中文本為翻譯稿，僅供參考用)

1. Constitution

組成

- 1.1 The Committee is established pursuant to a resolution passed by the Board.

本委員會是按本公司董事會會議通過成立的。

2. Appointment and composition

委任及組成

- 2.1 **Appointment and revocation:** Members of the Committee shall be appointed and removed by the Board. An appointment of Committee member shall be automatically revoked if such member ceases to be a member of the Board.

委任及罷免: 委員會的成員由董事會委任及罷免。如該委員會成員不再是董事會的成員，該委員會成員的任命將自動撤銷。

2.2 **Composition:**

組成:

Members of the Committee shall:

委員會的成員需:

- (1) be appointed from amongst members of the Board; and
- (2) consist of not less than three in number, a majority of whom should be independent non-executive directors of the Company. At least one member of the Committee must be of a different gender.

- (1) 委任自本公司董事會成員；及
- (2) 最少有三名成員，當中大部分需為本公司的獨立非執行董事。提名委員會至少須有一名不同性別的成員。

2.3 **Chairman of the Committee:** The Chairman of the Committee, who shall be the chairman of the Board or an independent non-executive director, shall be appointed by the Board .

2.4 **Secretary of the Committee:** The company secretary of the Company shall be the secretary of the Committee. In the absence of the secretary of the Committee, Committee members present at the meeting may elect among themselves or appoint another person as the secretary for that meeting.

3. **Proceedings of the Committee**

3.1 **Convening of meetings:** A Committee member may and, on the request of a Committee member, the secretary to the Committee shall, at any time summon a Committee meeting.

3.2 **Notice:**

- (1) Unless otherwise agreed by all the Committee members (either orally or in writing), a meeting shall be called by at least seven days' notice. Irrespective of the length of notice being given, attendance of a Committee member at a meeting constitutes a waiver of such notice unless the Committee member attending the meeting attends for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business on the grounds that the meeting has not been properly convened.

(Note: Regular meetings should be called by, so far as practicable, at least 14 days' notice: cf: paragraphs C.5.3 of Appendix C1 of the Listing Rules)

委員會主席: 委員會主席由董事會委任，並由董事會主席或獨立非執行董事擔任主席。

委員會的秘書: 本公司的公司秘書為委員會的秘書。如委員會秘書缺席，出席委員會會議的委員會成員可在他們當中選出或委任其它人員作為擔任該會議的秘書。

會議程序

會議的召開: 任何委員會成員或委員會秘書應委員會成員的要求時，可於任何時間召開委員會會議。

會議通知:

- (1) 除非委員會全體成員(口頭或書面)同意，委員會的會議通知期，不應少於七天。不論通知期長短，委員會成員出席會議將構成放棄該通知，除非出席會議的委員會成員在會議開始之時，以會議還沒有得到正確的召開為理由為目的，出席以表達反對會議處理任何事項。

(注: 根據《上市規則》附錄C1第 C.5.3 段的規定，在切實可行的範圍內，召開委員會定期會議應發出至少 14 天通知)

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| <p>(2) Notice of meeting shall be given to each Committee member, and to any other person invited to attend, in person orally or in writing or by telephone or by email or by facsimile transmission at the telephone or facsimile or address or email address last notified to the secretary of the Committee by such Committee member or in such other manner as the Committee members may from time to time determine.</p> | <p>(2) 召開會議通告必須親身以口頭或以書面形式、或以電話、電子郵件、傳真或委員會成員不時議定的其他方式發送予各委員會成員及其它獲邀出席的人士(以該成員最後通知委員會秘書的電話號碼、傳真號碼、地址或電郵地址為準)。</p> |
| <p>(3) Any notice given orally shall be confirmed in writing as soon as practicable and before the meeting.</p> | <p>(3) 口頭方式作出的會議通知應儘快(及在會議召開前)以書面方式確實。</p> |
| <p>(4) Notice of meeting shall state the purposes, time and venue of the meeting.</p> | <p>(4) 召開會議的通知必須說明會議的目的、開會時間和地點。</p> |
| <p>(5) In respect of regular meetings of the Committee as mentioned in paragraph 3.5 below, and as far as practicable for all other meetings of the Committee, an agenda together with the documents which may be required to be considered by the members of the Committee for the purposes of the meeting shall be sent in full to all members of the Committee in a timely manner and in any event not less than 3 days before the intended date of the meeting of the Committee (or such other period as all the Committee members may agree).</p> | <p>(5) 以下第 3.5 段所指的委員會定期會議及在切實可行的情況下委員會其它所有會議，的議程及委員會成員需就會議而需考慮的文件應全部及時送交全體委員會成員，并至少在計劃舉行委員會會議日期的三天前（或全體委員會成員協議的其它時間內）送出。</p> |
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| <p>3.3 Quorum: The quorum of the Committee meeting shall be two members of the Committee and a majority of which shall be independent non-executive directors of the Company.</p> | <p>法定人數: 委員會會議的法定人數為兩位委員會成員，而大部份出席的成員須為本公司的獨立非執行董事。</p> |
| <p>3.4 Attendance: Meetings may be held in person, or by means of such telephone, electronic or other communication facilities as permit all persons participating in the meeting to communicate with each other simultaneously and instantaneously, and participation in such a meeting shall constitute presence in person at such meeting.</p> | <p>列席: 會議可由委員會成員親身出席，或以電話、電子、或其他可讓出席會議的人員同時及即時與對方溝通的方式進行，而以上述方式出席會議等同於親身出席有關會議。</p> |

3.5 **Frequency:** Regular meetings of the Committee shall be held at least once every year or more frequently if circumstances require to review, formulate and consider the nomination procedures as regards the appointment, reappointment and removal of directors (“**Directors**”) of the Company, their implementation during the year and to make recommendations to the Board on candidates for appointment as Directors.

次數：委員會每年最少應召開一次或（若有所需）以上的定期會議，以厘定、檢討及考慮本公司就董事委任、重新委任及罷免的提名程序、前述事項在有關年度的實施及向董事會提出出任董事候選人的建議。

3.6 **Votes:**

投票

(1) A member of the Committee must abstain from voting on any resolution of the Committee in which he or any of his close associates (as defined in the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited) has a material interest and shall not be counted towards the quorum of such a meeting at which the relevant resolution is considered by the Committee, unless the exceptions set out in the bye-laws of the Company or the Listing Rules apply.

(1) 除公司章程細則或香港聯合交易所有限公司證券上市規則（“《**上市規則**》”）容許的情況外，委員會成員不得就任何其本人或緊密聯繫人（緊密聯繫人按《上市規則》所作的定義相同）擁有重大權益的委員會決議進行投票；在確定是否有足夠的法定人數出席考慮有關決議的委員會會議時，其本人亦不得計算在內。

(2) Resolutions of the Committee shall be passed by a majority of votes of members of the Committee who are entitled to attend and vote at the meeting. Where the number of votes for and against a resolution is the same, the Chairman of the Committee shall be entitled to cast an extra vote.

(2) 委員會的決議以過半數有權出席會議并投票的委員會成員通過。當反對票和贊成票相等時，董事長有權多投一票。

4. **Written resolutions**

書面決議

4.1 A resolution in writing signed by all the Committee members shall be as valid and effectual as if it had been passed at a meeting of the Committee and may consist of several documents in like form each signed by one or more of the Committee members.

經由委員會全體成員簽署通過的書面決議案與經由委員會會議通過的決議案具有同等效力，而有關書面決議案可由一名或以上委員會成員簽署格式類似的多份文件組成。

5. **Alternate Committee members**

委任代表

5.1 A Committee member may not appoint any person as his alternate.

委員會成員不能委任任何人仕作為其候補。

6. Authority of the Committee

委員會的權力

6.1 The Committee may at the costs of the Company exercise the following powers:

委員會可以行使以下權力，費用由本公司支付：

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| (1) to seek any information it requires from any employee of the Company and its subsidiaries (together, the “ Group ”) and any professional advisers in order to perform its duties, to require any of them to prepare and submit reports and to attend Committee meetings and to supply information and address the questions raised by the Committee; | (1) 要求本公司及其任何附屬公司(合稱“ 本集團 ”)的任何僱員及專業顧問，提供委員會為執行其職責而需要的任何資料，并要求他們準備及提交報告、出席委員會會議及提供所需資料及解答委員會提出之題； |
| (2) to review the performance of the Directors and the independence of independent non-executive Directors in relation to their appointment or reappointment as Directors; | (2) 就董事的委任或重新委任，評審有關董事的表現及有關獨立非執行董事的獨立性； |
| (3) to obtain outside independent legal or other professional advice on or assistance to any matters within these terms of reference, including the advice of independent human resource consultancy firm, and to secure the attendance of outsiders with relevant experience and expertise at its meetings if it considers this necessary; | (3) 按照其職權範圍就相關事項向外界尋求獨立法律或其他專業意見(包括獨立的人力資源顧問公司)。如委員會需要，可邀請具備相關經驗及專業才能的外界人士出席其會議； |
| (4) have full authority to commission any search (including without limitation litigation, bankruptcy and credit searches), report, survey or open recruitment which it deems necessary to help it fulfill its duties; | (4) 有權進行其認為適當的調查(包括但不限于訴訟、破產及信譽查冊)、報告或公開徵募； |
| (5) to be provided with and to have access to sufficient resources in order to perform its duties; | (5) 獲供給充和取得足夠資源以履行其職務； |
| (6) to review annually these terms of reference and their effectiveness in the discharge of its duties and to make recommendation to the Board any changes it considers necessary; and | (6) 每年檢討本職權範圍條款及本職權範圍對履行委員會職務的有效性，并向董事會提供委員會認為有需要的修改建議；及 |

(7) to exercise such powers as the Committee may consider necessary and expedient so that their duties under section 7 below can be properly discharged.	(7) 行使委員會認為為恰當履行其于第7章項下的責任而需要的權力。
6.2 The Committee shall be provided with sufficient resources to perform its duties. Where necessary, the Committee should seek independent professional advice, at the Company's costs, to perform its responsibilities.	委員會應獲提供予充足的資源以履行其職務。委員會履行職責時如有需要，應尋求獨立專業意見，費用由本公司支付。
7. <u>Duties of the Committee</u>	<u>委員會的職責</u>
7.1 The duties of the Committee shall be:	委員會負責履行以下職責：
(1) to 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;	(1) 至少每年檢討董事會的架構、人數及組成(包括技能、知識及經驗)，協助董事會編制董事會技能表並就任何為配合本公司策略而擬對董事會作出的變動提出建議；
(2) to identify individuals suitably qualified to become members of the Board having regard to the nomination policy and procedures (see Annex hereto) adopted by the Board from time to time and select or make recommendations to the Board on the selection of individuals nominated for directorships;	(2) 按照董事會不時訂立的提名政策和程序(見附件)物色具備合適資格可擔任董事的人士，并挑選提名有關人士出任董事或就此向董事會提供意見；
(3) to assess the independence of the independent non-executive Directors;	(3) 評核獨立非執行董事的獨立性；
(4) to make recommendations to the Board on:	(4) 向董事會提呈下列事項的建議：
(i) the role, responsibilities, capabilities, skills, knowledge, experience and diversity of perspectives required from members of the Board;	(i) 作為董事會成員所應有的角色、責任、能力、技術、知識、經驗及多樣的觀點與角度；
(ii) the policy on the terms of employment of non-executive Directors;	(ii) 委聘非執行董事的政策；

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| (iii) the composition of the audit committee, remuneration committee and other board committees of the Board; | (iii) 審核委員會、薪酬委員會及其他董事會委員會的組成； |
| (iv) proposed changes to the structure, size and composition of the Board; | (iv) 董事會的架構、人數及組成擬作出的變動； |
| (v) candidates suitably qualified to become members of the Board; | (v) 具備合適資格擔任董事的人士； |
| (vi) the selection of individuals nominated for directorship; | (vi) 挑選被提名人士出任董事； |
| (vii) the re-election by shareholders of the Company of any Directors who are to retire by rotation having regard to their performance and ability to continue to contribute to the Board; | (vii) 輪流退任董事的重新委任，於此，須考慮其等的工作表現及對董事會繼續作出貢獻的能力； |
| (viii) the continuation (or not) in service of any independent non-executive Director serving more than nine years and to provide recommendation to the shareholders of the Company as to how to vote on the resolution approving the re-election of such independent non-executive Director; | (viii) 在任多於九年的獨立非執行董事的去留問題，并就該等獨立非執行董事的繼續委任與否向本公司股東就審議有關決議案贊成與否提供建議； |
| (ix) the appointment or re-appointment of Directors; | (ix) 董事委任或重新委任董事； |
| (x) succession planning for Directors, in particular the chairman and the chief executive; and | (x) 董事繼任計劃(尤其是主席及行政總裁)；及 |
| (xi) the policy concerning diversity of Board members and the measurable objectives for implementing such policy; | (xi) 董事會成員多元化的政策及為執行該政策而制定的任何可計量目標； |
| (5) to give adequate consideration to the following in the discharge of its duties as mentioned above or elsewhere in these terms of reference: | (5) 在履行上述責任或本職權範圍項下的其他責任，對下列各項給予充份考慮： |
| (i) planning for orderly succession of appointment of Directors; | (i) 董事接替計劃； |

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| <p>(ii) leadership needs of the Group with a view of maintaining or fostering the competitive edge of the Group over others;</p> | <p>(ii) 本集團為保持或加強本集團的競爭優勢所需要的領導才能；</p> |
| <p>(iii) changes in market environment and commercial needs of the market in which the Group operates;</p> | <p>(iii) 市場環境的轉變及本集團營運市場的商業需要；</p> |
| <p>(iv) the balance of skills, expertise and experience required from members of the Board for the requirement of the Group's business;;</p> | <p>(iv) 董事會成員根據本集團業務需要所須具備適當的技能、專才及經驗；</p> |
| <p>(v) the impact on the Group arising from any change of composition of the Board;</p> | <p>(v) 董事會成員組成的變動對集團的影響；</p> |
| <p>(vi) the balance composition of executive and non-executive Directors (including independent non-executive Directors) to ensure a strong independent element on the Board which can effectively exercise independent judgement;</p> | <p>(vi) 董事會中執行董事與非執行董事（包括獨立非執行董事）的均衡組合，以使董事會上有強大的獨立元素能夠有效地作出獨立判斷；</p> |
| <p>(vii) non-executive Directors should be of sufficient calibre and number for their views to carry weight;</p> | <p>(vii) 非執行董事應具備足夠才幹及人數以使其意見具有影響力；</p> |
| <p>(viii) there should be a formal, considered and transparent procedure for the appointment of new Directors;</p> | <p>(viii) 新董事的委任程序應正、式經審慎考慮並具透明度；</p> |
| <p>(ix) all Directors should be subject to re-election at regular intervals;</p> | <p>(ix) 所有董事均應每隔若干時距即重新選舉；</p> |
| <p>(x) the reasons for the resignation or removal of any Director;</p> | <p>(x) 任何董事辭任或遭罷免的原因；</p> |
| <p>(xi) the Board's policy concerning diversity of Board members adopted from time to time; and</p> | <p>(xi) 董事會不時採納的董事會成員多元化政策；及</p> |
| <p>(xii) the relevant requirements of the Listing Rules with regard to directors of a listed issuer;</p> | <p>(xii) 《上市規則》對上市發行人的董事的相關要求；</p> |

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| <p>(6) in respect of any proposed service contracts to be entered into by any members of the Group with its director or proposed director, which require the prior approval of the shareholders of the Company at general meeting under rule 13.68 of the Listing Rules, to review and provide recommendations to the shareholders of the Company (other than shareholders who are directors with a material interest in the relevant service contracts and their respective associates (as defined in the Listing Rules) as to whether the terms of the service contracts are fair and reasonable and whether such service contracts are in the interests of the Company and the shareholders as a whole, and to advise shareholders on how to vote;</p> | <p>(6) 審核所有按《上市規則》第 13.68 條需事先取得本公司股東批准的現董事或建議委任董事與本集團成員擬簽定的服務合同，并就該等服務合同條款的公平及合理性、服務合同對本公司及整體股東而言是否有利及本公司股東應怎樣作表決，向本公司股東提呈建議(但不包括同時為本年司董事而又于該等服務合同有重大利益的股東及其連絡人(連絡人按《上市規則》所作的定義相同))；</p> |
| <p>(7) to ensure that on appointment to the Board, non-executive Directors receive a formal letter of appointment setting out what is expected of them in terms of time commitment, committee service and involvement outside meetings of the Board;</p> | <p>(7) 確保每位被委任的非執行董事於被委任時均取得正式委任函件，當中須訂明對其等之要求，包括工作時間、董事會委員會服務要求及參與董事會會議以外的工作；</p> |
| <p>(8) to conduct exit interviews with any Director upon their resignation in order to ascertain the reasons for his departure;</p> | <p>(8) 會見辭去本公司董事職責的董事并瞭解其離職原因；</p> |
| <p>(9) to review the policy on Board diversity and the measurable objectives for implementing such policy from time to time adopted by the Board, and to review the progress on achieving these objectives;</p> | <p>(9) 檢討董事會不時採納的多元化政策及為執行政策而制定的任何可計量目標，以及檢討該目標的達標進度；</p> |
| <p>(10) to report back to the Board on any of the matters set out above as well as their decisions or recommendations, unless there are legal or regulatory restrictions on their ability to do so (such as restriction on disclosure due to regulatory requirements);</p> | <p>(10) 就上述事宜及其決定或建議向董事會作彙報，除非該等委員會受法律或監管限制所限而不能作此匯報（例如因監管規定而限制披露）；及</p> |
| <p>(11) to support the Company's regular evaluation of the Board's performance; and</p> | <p>(11) 支援公司定期評估董事會表現；及</p> |
| <p>(12) to consider other matters, as defined or assigned by the Board from time to time.</p> | <p>(12) 考慮及執行董事會不時界定或委</p> |

派的其他事項。

8. Minutes and records

- 8.1 The secretary of the Committee shall, at the beginning of each meeting, ascertain and record the existence of any conflicts of interest and minute them accordingly.
- 8.2 Full minutes of the meetings of the Committee and all written resolutions of the Committee shall be kept by the secretary of the Committee.
- 8.3 The secretary of the Committee shall circulate the draft and final versions of minutes of the meetings of the Committee to all Committee members for their comment and records within a reasonable time after the meeting (generally, meaning within 14 days after the meeting). Once the minutes are properly signed, the secretary of the Committee shall circulate the minutes and reports of the Committee to all members of the Board.
- 8.4 The secretary of the Committee shall keep record of all meetings of the Committee held during each financial year of the Company and records of individual attendance of members of the Committee, on a named basis, at meetings held during that financial year.

9. Annual general meeting

- 9.1 The chairman of the Committee or in his absence, another member of the Committee, shall attend the annual general meeting of the Company to answer questions at the annual general meeting on the Committee's activities and their responsibilities.

10. Continuing application of the bye-laws of the Company

- 10.1 The bye-laws of the Company regulating the meetings and proceedings of the Directors so far as the same are applicable and are not replaced by the provisions in these terms of reference shall apply to the meetings and proceedings of the Committee.

會議紀錄

委員會秘書應在每次會議開始時查問是否有任何利益衝突并記錄在會議紀錄中。

委員會秘書需保存完整的委員會會議紀錄及委員會書面決議。

委員會秘書應於委員會會議結束後的合理時段內(一般指委員會會議結束後的 14 天內)，把委員會會議紀錄的初稿及最後定稿發送委員會全體成員(初稿供成員表達意見，最後定稿作其紀錄之用)。會議紀錄獲簽署妥當後，委員會秘書應將委員會的會議紀錄和報告傳閱予董事會所有成員。

委員會秘書應就年內委員會所有會議紀錄存檔，以及具名紀錄每名成員於委員會會議的出席率。

周年大會

委員會的主席，或在委員會主席缺席時另一名委員會的成員，應出席本公司的股東周年大會以回應東周年大會上就委員會的活動及其職責提出的問題。

本公司章程細則的持續適用

就前文未有作出規範，但本公司章程細則作出了規範的董事會會議程序的規定，適用於委員會的會議程序。

11. Powers of the Board

- 11.1 The Board may, subject to compliance with the bye-laws of the Company and the Listing Rules (including the Corporate Governance Code set out in Appendix C1 to the Listing Rules or if adopted by the Company, the Company's own code of corporate governance practices), amend, supplement and revoke these terms of reference and any resolution passed by the Committee provided that no amendments to and revocation of these terms of reference and the resolutions passed by the Committee shall invalidate any prior act and resolution of the Committee which would have been valid if such terms of reference or resolution had not been amended or revoked.

12. Publication of the terms of reference of the Committee

- 12.1 The Committee should make available its terms of reference, explaining its role and the authority delegated to it by the Board by including them on the website of the Company and on the website of the Stock Exchange of Hong Kong Limited

董事會權力

本職權範圍所有規則及委員會通過的決議，可以由董事會在不違反公司章程細則及《上市規則》的前提下(包括《上市規則》之附錄C1《企業管治守則》或本公司自行制定的企業管治常規守則(如被採用))，隨時修訂、補充及廢除，惟有關修訂、補充及廢除，並不影響任何在有關行動作出前，委員會已經通過的決議或已採取的行動的有效性。

委員會職權範圍的刊登

委員會職權範圍應在可登載在本公司的網站及香港聯合交易所有限公司的網站公開其職權範圍，解釋其角色及董事會轉授予其的權力。

Effective on 16 April 2019 and amended on 11 July 2025

於2019年4月16日生效及於2025年7月11日修定

Nomination Policy

提名政策

1. Objective 目的

- 1.1 The Nomination Committee (the “**Committee**”) established by the board of directors (the “**Board**”) of Hybrid Kinetic Group Limited (the “**Company**” together with its subsidiaries, the “**Group**”) is responsible for identifying and recommending candidate(s) for the role of Director(s) to the Board for nominating them for election by shareholders at general meetings for appointment or re-appointment or to fill a casual vacancy.

正道集團有限公司(「**本公司**」連其附屬公司，「**本集團**」)董事會成立的提名委員會須向董事會提名適當人選，以供董事會考慮及向股東推薦於股東大會上選任/重任為本公司董事，或供填補董事會臨時空缺。

- 1.2 The ultimate responsibility for the selection and appointment of Directors rests with the entire Board.

董事會負有最終選擇和委任董事的責任。

2. Selection Criteria (甄選準則)

- 2.1 The Board should have a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company’s business. To ensure changes to the Board composition can be managed without undue disruption, there should be a formal, considered and transparent procedure for selection, appointment and re-appointment of Directors, as well as plans in place for orderly succession (if considered necessary), including periodical review of such plans. The appointment of a new Director (to be an additional Director or fill a casual vacancy as and when it arises) or any re-appointment of Directors is a matter for decision by the Board upon the recommendation of the proposed candidate by the Committee.

- 2.1 董事會應根據本公司業務所需技術、經驗及多元觀點與角度。為確保其組成人員的變動不會帶來不適當的干擾，本公司應設有正式、經審慎考慮並具透明度的董事甄選、委任及/或重新委任程序，並設定有秩序的董事繼任計劃（如認為有需要），包括定期檢討此類計劃。委任新董事（作為新增董事或填補所出現的臨時空缺）乃經委員會推薦候選人後由董事會作出決定。

- 2.2 The criteria to be taken into account when considering the suitability of a candidate shall be his or her ability to devote sufficient time and attention to the affairs of the Company and contribute to the diversity of the Board as well as the effective carrying out by the Board of the responsibilities which, in particular, are set out as follows:

- (a) bringing an independent judgment and make constructive recommendation on issues of strategy, policy, performance, accountability, resources, key appointments and standards of conducts;
- (b) taking the lead where potential conflicts of interests arise;
- (c) serving on the Audit Committee, and the Remuneration Committee and the Nomination Committee (in the case of candidate for Non-Executive Director) and other relevant Board Committees, if invited;
- (d) devoting sufficient time to the Board and/or any Committee(s) on which he or she serves so as to allow them to benefit from his or her skills, expertise, and varied backgrounds and qualifications and diversity through attendance and participation in the Board and/or Committee meetings;
- (e) scrutinising the Company's performance in achieving agreed corporate goals and objectives, and monitoring the reporting of performance;
- (f) ensuring the Committees on which he or she serves to perform their powers and functions conferred on them by the Board; and
- (g) conforming to any requirement, direction and regulation that may from time to time be prescribed by the Board or contained in the constitutional documents of the Company or imposed by legislation or the Listing Rules, where appropriate.

考慮候選人是否合適的標準，應視乎候選人是否能對董事會作出貢獻，使董事會能有效履行其職責，尤其是下文所載各項：

- (a) 能為本集團在策略、政策、表現、職責、資源、主要委任及操守準則等事項作出獨立判斷及有建設性之建議；
- (b) 於發生潛在利益衝突時發揮領導作用；
- (c) 服務於審核委員會及薪酬委員會，以及提名委員會（如為非執行董事候選人）以及其他相關董事會轄下之委員會（如獲邀請）；
- (d) 能分配足夠時間出席及參與董事會/委員會會議，使董事會及任何委員會受惠於其技能、專長、各種背景及資格；
- (e) 監察本公司在達致議定之企業宗旨及目標方面的表現及監督相關表現的申報情況；
- (f) 確保彼所服務的委員會履行董事會授予的權力及職能；及
- (g) 遵守董事會不時訂定，或本公司憲章文件不時所載，或法例或上市規則不時訂立的任何規定、指示及規例（如適用）。

- 2.3 If the candidate is proposed to be appointed as an independent non-executive Director (INED), his or her independence shall be assessed in accordance with, among other things, the factors as set out in Rule 3.13 of the Listing Rules, subject to any amendments as may be made by the Stock Exchange from time to time. Where applicable, the totality of the candidate's education, qualifications and experience shall also be evaluated to consider whether he or she has the appropriate professional qualifications or accounting or related financial management expertise for filling the office of an INED with such qualifications or expertise as required under Rule 3.10(2) of the Listing Rules.

如建議委任候選人為獨立非執行董事，則須根據（其中包括）上市規則第3.13 條

(經聯交所可能不時作出修訂)所載的因素評估其獨立性。如適用，則亦須評估該候選人的學歷、資格及經驗等整體情況，以考慮彼是否具備合適的專業資格或會計或相關財務管理專長(即上市規則第 3.10(2)條所規定的相關資格或專長)以擔任獨立非執行董事。

3. Nomination Procedures (提名程序)

3.1 Where the Board proposes a resolution to elect an individual as an INED 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:

- (a) the process used for identifying the individual and why the Board believes the individual should be elected and the reasons why it considers the individual to be independent;
- (b) if the proposed INED will be holding their seventh (or more) listed company directorship, why the Board believes the individual would still be able to devote sufficient time to the Board;
- (c) the perspectives, skills and experience that the individual can bring to the Board; and
- (d) how the individual contributes to diversity (including gender diversity) of the Board.

倘董事會提呈一項決議案於股東大會上選任某人士為獨立非執行董事，則須於有關股東大會通告所隨附的致股東通函及/或說明函件中，應該列明：

- (a) 用以物色該名人士的流程、董事會認為應選任該名人士的理由以及他們認為該名人士屬獨立人士的原因；
- (b) 如果候任獨立非執行董事將出任第七家(或以上)上市公司的董事，董事會認為該名人士仍可投入足夠時間履行董事責任的原因；
- (c) 該名人士可為董事會帶來的觀點與角度、技能及經驗；及
- (d) 該名人士如何促進董事會成員(包括性別)多元化。

4. Review of this Policy (檢討本政策)

- 4.1 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

為確保本政策行之有效，提名委員會將於適當時候檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

5. Disclosure of this Policy (披露本政策)

- 5.1 This Policy can be published on the Company's website for public information.
本政策可登載在本公司網站供公眾查閱。