

GENERTEC UNIVERSAL MEDICAL GROUP COMPANY LIMITED
通用環球醫療集團有限公司

董事會提名委員會職權範圍
Terms of reference of
the Nomination Committee of the Board of Directors

GENERTEC UNIVERSAL MEDICAL GROUP COMPANY LIMITED

通用環球醫療集團有限公司

(the “Company” and “本公司”)

Terms of reference of the Nomination Committee (the “Committee”) of the Board (the “Board”) of Directors (the “Directors”) of the Company

董事(“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 at its meeting held on 10 June 2015. This terms of reference is adopted pursuant to a resolution passed by the Board at its meeting held on 10 June 2015, and revised pursuant to resolutions passed by the Board on 19 December 2018 and 8 July 2025.

本委員會是按本公司董事會於 2015 年 6 月 10 日會議通過成立的。本職權範圍是按本公司董事會於 2015 年 6 月 10 日會議通過採納的，並根據本公司董事會於 2018 年 12 月 19 日及 2025 年 7 月 8 日通過的決議案所修訂的。

2. Membership

成員

- 2.1 Members of the Committee shall be appointed by the Board from amongst the Directors and shall consist of not less than three members, including at least one Director of a different gender, and a majority of whom shall be independent non-executive Directors.
- 2.2 The chairman of the Committee shall be appointed by the Board which shall be the chairman of the Board or an independent non-executive Director.

委員會成員由董事會從董事中挑選，委員會人數最少三名，其中至少應包含一名不同性別的董事，而大部份之成員須為本公司的獨立非執行董事。

委員會主席由董事會委任，須由董事會主席或獨立非執行董事擔任。

- 2.3 The Board or the Committee shall from time to time appoint any particular member of the Committee or any officer or employee of the Company and its subsidiaries (hereinafter collectively referred to as “**Group**”) as the secretary of the Committee. In the absence of the secretary of the Committee, Committee members present at a Committee meeting may elect among themselves or appoint another person as the secretary for that meeting.
- 2.4 The appointment of the members of the Committee may be revoked, replaced or additional members may be appointed to the Committee by separate resolutions passed by the Board and by the Committee. An appointment of Committee member shall be automatically revoked if such member ceases to be a member of the Board.
3. **Procedural standing orders**
- 3.1 The standing orders which from time to time apply to the terms of reference of the audit committee of the Board shall apply mutatis mutandis to these terms of reference of the Committee.
4. **Alternate Committee members**
- 4.1 A Committee member may not appoint any alternate.
5. **Authority of the Committee**
- 5.1 The Committee may exercise the following powers:
- (a) to seek any information it requires from any employee of the Group and any professional advisers, 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;
- (b) to review the performance of the Directors and the independence of independent non-executive Directors in relation to their appointment or reappointment as Directors;
- 董事會或委員會可不時委任指定的一名委員會成員或本公司及其附屬公司(合稱“本集團”)的任何人員或僱員為委員會的秘書。當委員會秘書缺席的時候，出席委員會會議的成員，可互選或委任另一人作為該次會議的秘書。
- 經董事會及委員會分別通過決議，方可委任額外、更替或罷免委員會成員。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。
- 議事程序規則**
- 不時適用於董事會審核委員會職權範圍之議事程序規則（在細節上作必要的變更後）應適用於此份職權範圍。
- 委任代表**
- 委員會成員不能委任代表。
- 委員會的權力**
- 委員會可以行使以下權力：
- (a) 向本集團的任何雇員及專業顧問索取其所需的資料、要求上述人士準備及提交報告、出席委員會會議并提供所需資料及解答委員會提出的問題；
- (b) 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；

- | | |
|---|---|
| <p>(c) to request the Board to dismiss any employees and/or to convene a shareholders' meeting (if necessary) for purposes of removing any Director if there is evidence showing that the relevant Director and/or employee has failed to discharge his duties properly;</p> | <p>(c) 在有證據顯示有關董事及/或雇員失職時，要求董事會解僱該僱員及/或召開股東大會(如有需要)罷免該董事；</p> |
| <p>(d) to obtain, at the Company's expenses, outside legal or other independent professional advice on or assistance to any matters within these terms of reference, including the advice of independent human resources consultancy firm or other independent professionals, and to secure the attendance of outsiders with relevant experience and expertise at its meetings as it considers necessary. The Committee shall 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 and should be provided with sufficient resources to discharge its duties;</p> | <p>(d) 如委員會覺得有需要，可就涉及本職權範圍的事宜對外尋求法律或其他獨立專業意見(包括獨立的人力資源顧問公司或其他獨立專業人士)，以及確保具相關經驗及專業才能的外界人士出席委員會會議。委員會有權進行其認為適當的調查(包括但不限於訴訟、破產及信譽查冊)、報告或公開徵募及取得充足資源以履行其職責。前述費用均由本公司承擔；</p> |
| <p>(e) 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</p> | <p>(e) 對本職權範圍及履行其職權的有效性作每年一次的檢討並向董事會提出其認為須要的修訂建議；及</p> |
| <p>(f) to exercise such powers as the Committee may consider necessary and expedient so that its duties under section 6 below can be properly discharged.</p> | <p>(f) 為使委員會能恰當地執行其于第 6 章項下的職責，行使其認為有需要及權宜的權力。</p> |
| <p>5.2 The Company should provide the Committee sufficient resources to perform its duties.</p> | <p>本公司應提供充足資源予委員會以履行其職責。</p> |

6. **Duties of the Committee**

委員會的職責

6.1 The duties of the Committee shall be:

委員會負責履行以下職責：

- | | |
|--|--|
| <p>(a) to review the structure, size and composition (including the skills, knowledge, experience and diversity of perspectives appropriate to the requirements of the Company's business) of the Board at least annually and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy; assist the Board in preparing a board skills matrix;</p> | <p>(a) 至少每年檢討董事會的架構、人數及組成(包括切合本公司業務所需的技能、知識、經驗及多元化觀點)，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；協助董事會編制董事會技能表；</p> |
| <p>(b) to identify individuals suitably qualified to become members of the Board and select or make recommendations to the Board on the selection of individuals nominated for directorships in the following procedures:</p> | <p>(b) 按如下程序物色具備合適資格可擔任董事的人士，並挑選提名有關人士出任董事或就此向董事會提供意見：</p> |
| <p>(i) after receiving the proposal on the appointment of new director as well as the candidate's profile or relevant information, the Committee shall evaluate such candidate on the basis of the criteria specified in item (i) of paragraph 6.1(d) to determine whether such candidate is suitably qualified for directorship;</p> | <p>(i) 在收到委任新董事的建議及候選人的個人資料或相關詳情後，委員會應依據載列於第 6.1(d)段(i)項中的標準評估該候選人，以決定該候選人是否合資格擔任董事；</p> |
| <p>(ii) where more than one suitable candidates are nominated, the Committee should prioritize such candidates based on the needs of the Company and the result of review conducted on each candidate; and</p> | <p>(ii) 如提名涉及多個合意的候選人，委員會應根據本公司的需要及對每位候選人的審查情況排列他們的優先次序；及</p> |
| <p>(iii) for any person nominated by a shareholder for election as a director at a general meeting of the Company, the Committee shall evaluate the candidate on the basis of the same criteria as mentioned above to determine whether such candidate is suitably qualified for directorship and make recommendation on the relevant proposal to the shareholders.</p> | <p>(iii) 就任何經由股東提名於本公司股東大會上選舉為董事的人士，委員會應依據上述同樣標準評估該候選人，以決定該候選人是否合資格擔任董事，並就相關議案向股東提出建議。</p> |
| <p>(c) to assess the independence of the independent non-executive Directors;</p> | <p>(c) 評核獨立非執行董事的獨立性；</p> |

(d) to make recommendations to the Board on:

- (i) the role, responsibilities, character, integrity, capabilities, qualifications, skills, knowledge, experience and diversity of perspectives required from members of the Board;
- (ii) the policy on the terms of appointment of non-executive Directors;
- (iii) the composition of the audit committee, remuneration committee and other board committees of the Board;
- (iv) proposed changes to the structure, size and composition of the Board;
- (v) candidates suitably qualified to become members of the Board;
- (vi) the selection of individuals nominated for directorship;
- (vii) the re-election of any Directors who are to retire by rotation having regard to their performance, level of participation in the decision-making of the Board, ability to continue to contribute to the Board and whether he or she still satisfies the criteria specified in item (i) of paragraph 6.1 (d);
- (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 in the resolution approving the re-election of such independent non-executive Director;
- (ix) the appointment or re-appointment of Directors;

(d) 向董事會提呈下列事項的建議：

- (i) 作為董事會成員所應有的角色、責任、品格、誠信、能力、資歷、技術、知識、經驗及多元化觀點；
- (ii) 委任非執行董事的政策；
- (iii) 審核委員會、薪酬委員會及其他董事會委員會的組成；
- (iv) 董事會的架構、人數及組成擬作出的變動；
- (v) 具備合適資格擔任董事的人士；
- (vi) 挑選被提名人士出任董事；
- (vii) 輪流退任董事的重新委任，於此，須考慮其工作表現、在董事會決策中的參與程度、對董事會繼續作出貢獻的能力及其是否仍然符合第6.1(d)段(i)項中的評估標準；
- (viii) 在任多於九年的獨立非執行董事的去留問題，並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) 董事委任或重新委任董事；

- | | |
|---|---|
| <p>(x) succession planning for Directors in particular the chairman and the chief executive; and</p> <p>(xi) the policy concerning the diversity of Board members and workforce (including senior management), and the measurable objectives for implementing such policy;</p> <p>(e) to give full consideration to the following in the discharge of its duties as mentioned above or elsewhere in these terms of reference:</p> <p>(i) succession planning of Directors;</p> <p>(ii) leadership needs of the Group with a view of maintaining or fostering the competitive edge of the Group over others;</p> <p>(iii) changes in market environment and commercial needs of the market in which the Group operates;</p> <p>(iv) the skills and expertise required from members of the Board;</p> <p>(v) the Board's policy concerning diversity of Board members adopted from time to time;</p> <p>(vi) the diversity policy concerning all employees (including senior management) adopted by the Board from time to time; and</p> <p>(vii) the relevant requirements of the Rules (the “Listing Rules”) Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) with regard to directors of a listed issuer;</p> | <p>(x) 董事繼任計劃(尤其是主席及行政總裁); 及</p> <p>(xi) 關於董事會成員多元化及僱員 (包括高級管理人員) 多元化的政策, 以及執行該政策的可衡量目標;</p> <p>(e) 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:</p> <p>(i) 董事繼任計劃;</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) 市場環境的轉變及本集團營運市場的商業需要;</p> <p>(iv) 董事會成員所須具備的技能及專才;</p> <p>(v) 由董事會不時採納的關於董事會成員多元化的政策;</p> <p>(vi) 由董事會不時採納的全體僱員 (包括高級管理人員) 多元化的政策; 及</p> <p>(vii) 香港聯合交易所有限公司 (“聯交所”)證券上市規則 (“上市規則”)對上市發行人的董事的相關要求;</p> |
|---|---|

(f) 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;	(f) 確保每位被委任的非執行董事于被委任時均取得正式委任函件，當中須訂明對彼等之要求，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；
(g) to conduct exit interviews with any Director upon their resignation in order to ascertain the reasons for his departure;	(g) 會見辭去本公司董事職責的董事並了解其離職原因；
(h) 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;	(h) 檢討董事會成員多元化政策及執行由董事會不時採納的有關政策的任何可衡量目標，以及檢討達成該等目標的進度；
(i) to assist the Company in evaluating the performance of the Board regularly; and	(i) 協助公司定期評估董事會的表現；及
(j) to consider and implement other matters, as defined or assigned by the Board from time to time.	(j) 考慮及執行董事會委派的其他事項。
6.2 The provisions set out in the above paragraphs 6.1(a), 6.1(b) and 6.1(d) are regarded as the key nomination criteria and principles of the Company for the nomination of Directors, and these provisions constitute the “Nomination Policy” of the Company. The Committee should, as appropriate, monitor and review the Nomination Policy and the measurable objectives for implementing such policy from time to time adopted by the Board, review the progress on achieving these objectives, ensure that it remains relevant to the Company’s needs and reflects both current regulatory requirements and good corporate governance, and make disclosure in the Corporate Governance Report annually a summary of the Nomination Policy including the nomination procedures and the process and criteria adopted for selection and recommendation for directorship.	上述第 6.1(a)、6.1(b)及 6.1(d)段的條文屬本公司於提名董事時所考慮的主要標準及原則，並構成本公司的「提名政策」。委員會應當在適當的情況下監察及檢討提名政策及執行由董事會不時採納的有關提名政策的任何可衡量目標，以及檢討達成該等目標的進度，確保提名政策繼續切合本公司的需要，同時反映當前監管規定及良好企業管治常規，並每年在《企業管治報告》內披露提名政策的摘要，包括提名程序及採納的董事遴選及推薦的過程和準則。
7. Workforce (including senior management) diversity policy	僱員（包括高級管理層）多元化政策

- 7.1 In order to achieve the workforce diversity (including senior management) of the Company, the Company takes into account the following factors, including but not limited to skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender in its recruitment process to promote the diversity in its workforce (including senior management),
- 為實現本公司僱員（包括高級管理層）多元化，本公司於招聘時會考慮以下因素，包括但不限於技能、專業經驗、教育背景、知識、專業知識、文化、獨立性、年齡及性別上多元化，以促進僱員（包括高級管理層）多元化。
- 8. Annual general meeting**
- 8.1** The chairman of the Committee or in his absence, another member of the Committee or failing this, his duly appointed delegate, shall attend the annual general meeting of the Company and be prepared to answer questions at the annual general meeting on the Committee's activities and their responsibilities.
- 股東周年大會
- 委員會的主席，或在委員會主席缺席時由另一名委員(或如該名委員未能出席，則其適當委任的代表)應出席本公司的股東周年大會，並就委員會的活動及其職責在股東周年大會上回應問題。
- 9. Continuing application of the articles of association of the Company**
- 9.1** The articles of association 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.
- 本公司組織章程細則的持續適用
- 就前文未有作出規範，但本公司組織章程細則作出了規範的董事會會議程式的規定，在可行的情況下適用於委員會的會議程序。
- 10. Powers of the Board**
- 董事會權力

- 10.1 The Board may, subject to compliance with the articles of association 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 or supplements 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, supplemented or revoked. The ultimate responsibility for selection and appointment of directors rests with the entire Board.
11. **Publication of the terms of reference of the Committee**
- 11.1 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.
- 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組織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。甄選並委任董事的最終責任由全體董事承擔。
- 委員會職權範圍的刊登
- 委員會應在本公司的網站及聯交所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。