

China Science and Education Industry Group Limited
中國科教產業集團有限公司
(the “Company”)
(「本公司」)
(Stock Code: 1756)
(股份代號：1756)

**Terms of Reference of the Nomination Committee (the “Committee”) of
the Board (the “Board”) of Directors (the “Directors”) of the Company**
本公司董事(「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 16 August 2019.

本委員會乃根據董事會於2019年8月16日舉行的會議通過的決議案成立。

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 and a majority of whom shall be independent non-executive Directors. The Committee shall have at least one member of a different gender.

委員會成員由董事會從董事中委任，委員會人數最少三名，而大部分之成員須為獨立非執行董事。委員會應至少有一名不同性別的成員。

- 2.2 The Chairman of the Committee shall be appointed by the Board or elected among the members of the Committee which shall be the chairperson of the Board or an independent non-executive Director.

委員會主席由董事會委任或經委員會成員選舉，並由董事會主席或獨立非執行董事擔任主席。

- 2.3 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.

本公司的公司秘書須擔任委員會的秘書。如委員會秘書缺席，出席委員會會議的成員可互選或委任其他人士擔任該會議的秘書。

2.4 The appointment of the members of the Committee may be revoked or 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.

經董事會及委員會分別通過決議案，方可撤銷委任或更替或額外委任委員會成員。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。

3. Procedural Standing Orders

議事程序規則

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.

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作必要的變更後應適用於本職權範圍。

3.2 Meetings shall be held at least once annually or more frequently if circumstances require.

每年最少開會一次或更多(若有所需)。

4. Alternate Committee Members

委員會成員代表

4.1 A Committee member may not appoint any alternate.

委員會成員不得委任代表。

5. Authority of the Committee

委員會的權力

5.1 The Committee may exercise the following powers:

委員會可以行使以下權力：

(a) to seek any information it requires from any employee of the Company and its subsidiaries (hereinafter collectively referred to as 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;

(a) 向本公司及其附屬公司(合稱「**本集團**」)的任何僱員及任何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、出席委員會會議並提供所需資料及解答委員會提出的問題；

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| <p>(b) to review the performance of the Directors and the independence of the independent non-executive Directors in relation to their appointment or reappointment as Directors;</p> | <p>(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> |
| <p>(c) to obtain, at the Company's expenses, external legal or other independent professional advice for the purpose of performing its duties or giving assistance to any matters within these terms of reference, including the advice of independent human resource consultancy firm or other independent professionals, and to secure the attendance of external parties 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>(c) 如委員會認為有需要，可為履行其職責或就協助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的意見），並由本公司支付有關費用，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以助其履行職責的查冊（包括但不限於訴訟、破產及信譽查冊）、報告、調查或公開招募，並應獲得充足資源以履行其職責；</p> |
| <p>(d) to review annually these terms of reference and their effectiveness in the discharge of its duties and to recommend to the Board any changes it considers necessary; and</p> | <p>(d) 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需要的修訂建議；及</p> |
| <p>(e) 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>(e) 為使委員會能恰當地執行其於下文第6章項下的職責，行使其認為有需要及權宜的權力。</p> |

5.2 The Company should provide the Committee with sufficient resources to perform its duties.

本公司應提供充足資源予委員會以履行其職責。

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：

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| (a) to review the structure, size and composition (including the skills, knowledge, experience and diversity of perspectives) 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; | (a) 至少每年檢討董事會的架構、人數及組成(包括技能、知識、經驗及多元化觀點)，協助董事會編制董事會技能矩陣，並就任何為配合本公司企業策略而擬對董事會作出的變動提出建議； |
| (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; | (b) 物色具備合適資格可擔任董事會成員的人士，並挑選提名有關人士出任董事或就此向董事會提供意見； |
| (c) to assess the independence of the independent non-executive Directors; | (c) 評核獨立非執行董事的獨立性； |
| (d) to make recommendations to the Board on: | (d) 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、經驗及多元化觀點； |
| (ii) the policy on the terms of employment of non-executive Directors; | (ii) 非執行董事的委聘條款政策； |
| (iii) the composition of the audit committee, remuneration committee and other board committees of the Company; | (iii) 本公司審核委員會、薪酬委員會及其他董事會委員會的組成； |

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| (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候選人士； |
| (vi) the selection of individuals nominated for directorship; | (vi) 挑選被提名人士出任董事； |
| (vii) the re-election 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，須考慮其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 in 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，並就如何於批准重選有關獨立非執行董事的決議案中投票向本公司股東提供建議； |
| (ix) the appointment or reappointment 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 the diversity of Board members, and the measurable objectives for implementing such policy and to discuss with the Board any revisions that may be required, and recommend any such revisions to the Board for consideration and approval; | (xi) 關於董事會成員多元化的政策，執行該政策的可衡量目標，以及與董事會討論任何需對該政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過； |

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| <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;</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; and</p> <p>(vi) the relevant requirements of the Rules (the “Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) with regard to directors of a listed issuer;</p> | <p>(e) 在履行上述職責或本職權範圍項下的其他職責，對下列各項給予充分考慮：</p> <p>(i) 董事繼任計劃；</p> <p>(ii) 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；及</p> <p>(vi) 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> |
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| <p>(f) 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) 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>(f) 就任何按上市規則第13.68條須事先取得本公司股東於股東大會批准的本集團任何成員與現任董事或候任董事的擬定服務合同作出審閱，並就該擬定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，向本公司股東提呈建議（不包括同時為於相關服務合同有重大利益的董事的股東），並就如何投票向股東提供建議；</p> |
| <p>(g) to ensure that non-executive Directors, when appointed, will receive a formal letter of appointment setting out what is expected of them in terms of time commitment, service scope and involvement outside meetings of the Board;</p> | <p>(g) 確保非執行董事獲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、服務範圍及參與董事會會議以外的工作；</p> |
| <p>(h) to conduct exit interviews with any Director upon his resignation in order to ascertain the reasons for his departure;</p> | <p>(h) 於董事離職時，會見有關人員以了解其離職原因；</p> |

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| <p>(i) to review the policies on Board diversity (the “Board Diversity Policy”) and workforce diversity (the “Workforce Diversity Policy”) and their implementation and effectiveness and any measurable objectives for implementing such Board Diversity Policy and Workforce Diversity Policy as may be adopted by the Board from time to time and to review the progress on achieving the objectives; and to make disclosures of its progress and its review results in the annual report of the Company annually;</p> | <p>(i) 檢討董事會成員多元化政策(「董事會成員多元化政策」)及員工多元化政策(「員工多元化政策」)及其實施和有效性，以及董事會可能不時就實施該董事會成員多元化政策及員工多元化政策而採納的任何可計量目標，並檢討實現該等目標的進度；以及每年在本公司年報中披露其進度及檢討結果；</p> |
| <p>(j) to report annually, in the corporate governance report contained in the Company’s annual report, on the Board’s composition under diversified perspectives, and to monitor the implementation of the Board diversity policy;</p> | <p>(j) 於每年在本公司年報刊載的企業管治報告內匯報董事會依據多元化層面的組合，並監察董事會成員多元化政策的執行；</p> |
| <p>(k) where the Board proposes a resolution to elect an individual as an independent non-executive Director at the general meeting, the Committee should set out in the circular to shareholders of the Company and/or explanatory statement accompanying the notice of the relevant general meeting:</p> | <p>(k) 當董事會於股東大會上提議一項關於選舉一名人士擔任獨立非執行董事的決議案時，委員會應當於有關股東大會通告所隨附的本公司致股東通函及／或說明函件中陳列明：</p> |
| <p>(i) the process used for identifying the candidate and why the Board believes the candidate should be elected and the reason why it considers the candidate to be independent;</p> | <p>(i) 用以物色候選人的流程及董事會相信該候選人應被選出和具備獨立性的原因；</p> |

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| <p>(ii) if the proposed independent non-executive Director will be holding his seventh (or more) listed company directorship, the reason why the Board believes the candidate would still be able to devote sufficient time to the Board;</p> | <p>(ii) 若候任的獨立非執行董事將會是出任第七家(或以上)上市公司的董事職位，董事會相信該候選人仍有能力投入足夠的時間予董事會的原因；</p> |
| <p>(iii) the perspectives, skills and experience that the candidate can bring to the Board; and</p> | <p>(iii) 候選人可為董事會帶來的觀點、技能和經驗；及</p> |
| <p>(iv) how the candidate can contribute to diversity of the Board;</p> | <p>(iv) 候選人如何促進董事會多元化；</p> |
| <p>(l) to review annually the time commitment required of Directors and to evaluate whether the Directors have committed adequate time to discharge their responsibilities;</p> | <p>(l) 每年檢討董事所需要付出的時間及評核董事是否已經付出足夠的時間以履行其責任；</p> |
| <p>(m) to review and implement, as appropriate, the nomination policy setting out the criteria and procedures for the selection and nomination of candidates for appointment or re-appointment as Directors;</p> | <p>(m) 在適當情況下檢討及實施提名政策，當中列明甄選及提名候選人以委任或重新委任為董事的準則及程序；</p> |
| <p>(n) to support the Company's regular evaluation of the Board's performance; and</p> | <p>(n) 支援本公司定期評估董事會的表現；及</p> |
| <p>(o) to consider and implement other matters, as defined or assigned by the Board or otherwise required by the Listing Rules from time to time.</p> | <p>(o) 考慮及執行董事會不時界定或委派或上市規則不時規定的其他事項。</p> |

7. Annual General Meeting

股東週年大會

- 7.1 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 its responsibilities.

委員會的主席，或在委員會主席缺席時由另一名委員會成員(如該名委員會成員未能出席，則其適當委任的代表)應出席本公司的股東週年大會，並就委員會的活動及其職責在股東週年大會上回應問題。

8. Continuing Application of the Articles of Association of the Company

本公司組織章程細則的持續適用

- 8.1 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作出了規範的董事會議及會議程序的規定，如果也適用於委員會會議及會議程序而且並未被本職權範圍規定所取代，亦應用於委員會的會議及會議程序。

9. Powers of the Board

董事會權力

- 9.1 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.

本職權範圍及委員會通過的決議案，可以由董事會在不違反本公司組織章程細則及上市規則(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))的前提下進行修訂、補充及廢除，惟有關本職權範圍及委員會通過的決議案的修訂、補充及廢除，不得影響任何在假設並無作出有關職權範圍或決議案的修訂、補充或廢除前委員會已採取的有效行動及已經通過的有效決議案的有效性。

10. Publication of the Terms of Reference of the Committee **委員會職權範圍的刊登**

- 10.1 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.
- 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。

Revised on June 25, 2025

於2025年6月25日更新