

# NANFANG COMMUNICATION HOLDINGS LIMITED

## 南方通信控股有限公司

(Incorporated in Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(“Company”)

(「本公司」)

### 本公司董事會繼任計劃

## Succession Planning for the Board of Directors of the Company

(中文本為翻譯稿，僅供參考用)

### 1. Introduction

#### 引言

The board of directors (the “**Board**”) of the Company (together with its subsidiaries, the “**Group**”) has adopted the following succession plan of the Board.

本公司（連其附屬公司統稱（「**本集團**」）董事會（「**董事會**」）已採納董事會繼任計劃如下。

### 2. Purpose

#### 目的

The primary purpose of the succession plan is to ensure the Group’s effective performance through leadership continuity and the orderly identification and selection of key leader or director when a vacancy, whether anticipated or unanticipated, exists.

董事會繼任計劃的主要目的，是透過領導的持續性及在出現空缺（不論是可預料或未能預料）時能夠按序物色及選舉主要領導人或董事，確保本集團的有效表現。

### 3. Identification and selection process

#### 物色及選舉過程

The process will primarily include:

過程主要包括：

- identify high aspiration and potential individual(s) (whether within or outside the Group) who has/have the personality, competency, leadership skills and passion to serve the Company and its shareholders through board service;
- 物色具有高抱負及潛力的個別人士（不論在集團內或集團外）並且具備能透過董事會職務為本公司及其股東服務的性格、能力、領導才能及熱忱；
- define the experience and skills needed to effectively fulfill the role;
- 就有效履行職務所需的經驗及技能作出定義；
- develop and mentor each potential
- 為各潛在成員提供輔導（倘適

member, as appropriate, toward his/her pursuit of excellence, and create a development plan for, and perform development activities with, each potential member to prepare him or her for the directorship/leadership position; and

- evaluate succession planning efforts, report the findings and make recommendation to the Board from time to time.

The succession planning of the Board will be reviewed and conducted on a continuous basis on the recommendation of and by the nomination committee of the Board.

November 2016  
2016年11月

用)發展其優秀之處,及為各潛在成員建立一個發展計劃並與彼等進行培訓發展活動,使其準備充足以履行董事/領導職務;及

- 不時評估繼任計劃所作出的努力、匯報結果及向董事會提供建議。

董事會繼任計劃將會根據提名委員會所提供的推薦建議持續進行檢討。