



361 Degrees International Limited
361 度國際有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code: 1361)

(股份代號：1361)

**Terms of Reference of the Nomination Committee of the Board of Directors of
361 Degrees International Limited**

361度國際有限公司董事會提名委員會職權範圍

1. Constitution 組成

1.1 The nomination committee (the “**Committee**”) of the board of directors (the “**Board**”) of 361 Degrees International Limited (the “**Company**”) is established pursuant to a resolution passed by the Board at its meeting held on 10 June 2009 with its responsibilities:

361度國際有限公司(「本公司」)董事會(「董事會」)的提名委員會(「委員會」)是按董事會於2009年6月10日會議通過的決議案成立的，其職責為：

- (a) to review the structure, size and composition (including the skills, knowledge and experience, and other aspects of diversity as set out in the diversity policy of the Board as approved by the Board from time to time) 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; 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，以及董事會不時批准的董事會多元化政策中所載的其他多元化層面)、協助董事會編製董事會技能表，並就任何為配合本公司的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 Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships by considering factors including perspective, skills and experience that the individual can bring to the Board, the contribution to diversity of the Board (as set out in the diversity policy of the Board as approved by the Board from time to time); 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，考慮的因素包括該人士可以為董事會帶來的觀點、技能和經驗，及對董事會多元化的貢獻(由董事會不時批准的董事會多元化政策中所載)；

- (c) to assess the independence of independent non-executive directors of the Company in accordance with the provisions of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and other relevant laws, rules and regulations;
按照香港聯合交易所有限公司證券上市規則(「上市規則」)以及其他有關法律、法規和規則來評核本公司獨立非執行董事的獨立性；
- (d) to review and report annually to the Board the implementation and effectiveness of mechanism to ensure independent views and input are available to the Board;
每年檢討及向董事會報告機制的實施及有效性，以確保董事會可獲得獨立的觀點及意見；
- (e) to make recommendations to the Board on the appointment or re-appointment of directors of the Company and succession planning for directors of the Company, in particular the chairman and the chief executive;
就本公司董事委任或重新委任以及董事(尤其是主席及行政總裁)繼任計劃向董事會提出建議；
- (f) to review the policy on Board diversity and any measurable objectives for implementing such policy from time to time adopted by the Board, and to review the progress on achieving these objectives;
檢討董事會不時採納的多元化政策及為執行政策而定的任何可計量目標，以及檢討該目標的達標進度；
- (g) to support the Company’s regular evaluation of the Board’s performance; and
支援本公司定期評估董事會表現；及
- (h) to assess each director’s time commitment and contribution to the Board, as well as the director’s ability to discharge his or her responsibilities effectively.
評估每名董事對董事會投入的時間及貢獻，以及能否有效履行職責。

2. Membership 成員

- 2.1 Members of the Committee shall be appointed by the Board from amongst the directors of the Company and shall consist of not less than three members, a majority of whom shall be independent non-executive directors and at least one of whom shall be of a different gender.
委員會成員須由董事會從本公司的董事中委任。委員會最少由三名成員組成，大部份成員必須是獨立非執行董事，以及至少一名成員為不同性別。

2.2 The chairman of the Committee shall be appointed by the Board and shall be the chairman of the Board or an independent non-executive director of the Company.

委員會主席須由董事會任命，及必須為董事會主席或本公司的獨立非執行董事。

2.3 The appointment of the members of the Committee may be revoked, or additional members may be appointed to the Committee by separate resolutions passed by the Board and by the Committee.

董事會及委員會分別通過決議，方可對委員會的成員進行罷免或委任額外人士成為委員會成員。

2.4 The secretary of the Company shall act as the secretary of the Committee.

本公司秘書將成為委員會秘書。

2.5 The constitution of the Committee shall comply with the requirements of the Listing Rules as amended from time to time.

委員會的組成應遵守經不時修訂上市規則的要求。

3. Frequency and proceedings of meetings 會議次數及程序

3.1 The Committee should meet at least once per year. The Chairman may convene additional meetings at his discretion.

委員會每年至少召開一次會議。委員會主席可酌情決定召開額外會議。

3.2 Notice of Meeting 會議通知

(a) Unless otherwise agreed by all the Committee members, a meeting shall be convened by at least fourteen (14) days notice.

除非委員會全體成員同意，委員會的會議通知期，不應少於十四 (14) 天。

(b) A Committee member may at any time summon a Committee meeting.

任何一位委員會成員於任何時間均可召開委員會會議。

(c) Notice shall be given to each Committee member in person orally or in writing or by telephone or by facsimile transmission or email at numbers or addresses from time to time notified to the secretary of the Company by such Committee member or in such other manner as the Committee members may from time to time determine.

會議通知可通過口頭形式、書面形式、或以電話、傳真或電郵方式按照委員會成員不時通知本公司秘書的號碼和地址致委員會成員本人，或以委員會成員不時議定的方式發予委員會各成員。

(d) Any notice given orally shall be followed by confirmation in writing before the meeting.

以口頭形式做出的通知，應在會議召開前以書面方式確認。

(e) Notice of meeting shall state the time and place of the meeting and shall be accompanied by an agenda together with other documents which may be required to be considered by the members of the Committee for the purposes of the meeting.

會議通知必須說明會議的時間、地點，並提供會議議程以及委員會成員參加會議所需審閱的其他文件。

3.3 The quorum of the Committee meeting shall be two members of the Committee.

委員會的會議法定出席人數為兩位委員會成員。

3.4 Other Board members shall also have the right of attendance.

其他董事會成員均有權出席會議。

4. Alternate Committee members 委任代表

4.1 A Committee member may not appoint any alternate.

委員會成員不能委任代表。

5. Authorities of the Committee 委員會的權力

5.1 The Committee has the authority delegated to it from the Board to deal with the matters set out in clause 1.1 above.

委員會獲董事會授權處理上述第1.1條所述的事項。

5.2 The Committee shall be provided with sufficient resources to perform all of its duties. Where necessary, the Committee should seek external independent professional advice and invite the attendance of outsiders with relevant experience and expertise, at the Company's expense, to perform its responsibilities.

委員會應獲給予充足資源以履行其職責。委員會履行職責時如有需要，應尋求外部獨立專業意見並邀請具備相關經驗及專業知識的外界人士出席，費用由本公司支付。

6. Minutes of meetings 會議記錄

- 6.1 Full minutes of Committee meeting shall be kept by the secretary of the Company and should be open for inspection at any reasonable time on reasonable notice by any director of the Company. The secretary of the Company shall circulate the draft and final version of minutes of Committee meetings to all the Committee members for their comments and records within a reasonable time after the meeting.

公司秘書應存備完整的委員會會議記錄，若有任何本公司董事發出合理通知，應公開有關會議記錄供其在任何合理的時段查閱。公司秘書應將委員會會議記錄的初稿及最後定稿在會議結束後的一段合理時間內先後發送委員會全體成員，初稿供表達意見，最後定稿作記錄之用。

7. Written resolutions 書面決議

- 7.1 Written resolutions may be passed by all Committee members in writing. This provision is without prejudice to any requirement under the Listing Rules for a Board or Committee meeting to be held.

委員會成員可以以書面方式通過書面決議。本條文不影響上市規則有關舉行董事會或委員會會議的任何要求。

8. Reporting procedures 報告程序

- 8.1 The Committee should report back to the Board on its decisions or recommendations, unless there are legal or regulatory restrictions on its ability to do so (such as a restriction on disclosure due to regulatory requirements).

委員會應向董事會匯報其決定或建議，除非委員會受法律或監管限制所限而不能作出匯報(例如因監管規定而限制披露)。

9. Continuing application of the articles of association of the Company 本公司公司章程的持續使用

- 9.1 The articles of association of the Company regulating the meetings and proceedings of the directors of the Company 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.

本公司公司章程作出的規範董事會會議程序的規定，如果也適用於委員會會議而且並未被本職權範圍及程序所取代，亦應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 Appendix C1 (Corporate Governance Code) to the Listing Rules), 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.

董事會在遵守本公司公司章程及上市規則(包括上市規則附錄C1(《企業管治守則》))的前提下，可以隨時修訂、補充及廢除本職權範圍及程序以及委員會已通過的任何決議，惟有關修訂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採取的行動的有效性。

11. Language 語言

11.1 If there is any inconsistency between the English and Chinese versions of these terms of reference, the English version shall prevail.

本職權範圍及程序的中、英文版如有歧異，應以英文版為準。

12. Effective Date 生效日期

12.1 This terms of reference shall take effect from 1 July 2025.

本職權範圍及程序由2025年7月1日起生效。