

V.S. INTERNATIONAL GROUP LIMITED
威鉞國際集團有限公司

**Terms of reference of
the nomination committee of the Board of Directors**

董事會提名委員會職權範圍

V.S. INTERNATIONAL GROUP LIMITED

威鉞國際集團有限公司

(“Company”)

(「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 at its meeting held on 24 March 2012.

本委員會是按本公司董事會於 2012 年 3 月 24 日會議通過成立的。

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, with at least one of whom shall be of a different gender, and a majority of whom shall be independent non-executive directors.

委員會成員由董事會從董事中挑選，委員會人數最少三名且最少一名須為不同性別，而大部份之成員須為本公司的獨立非執行董事。

- 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。

- 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。

- 2.4 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. An appointment of Committee member shall be automatically revoked if such member ceases to be a member of the Board.

3. **Proceedings of the Committee**

3.1 ***Notice:***

- (a) Unless otherwise agreed by all the Committee members (either orally or in writing), a meeting shall be called by at least seven days' notice. Such notice shall be sent to each member of the Committee, and to any other person invited to attend. 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.

(Pursuant to paragraph C.5.3 of Appendix C1 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”), regular board meetings should be called by, so far as practicable, at least 14 days' notice)

- (b) 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. Notice shall be given to each Committee member 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 from time to time notified to the secretary by such Committee member or in such other manner as the Committee members may from time to time determine.

經董事會及委員會分別通過決議，方可委任額外或罷免委員會成員。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。

會議程序

會議通知:

- (a) 除非委員會全體成員同意(口頭或書面)，委員會的會議通知期，不應少於七天。通知將發送予各委員會成員及其他獲邀請出席的人士。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。

(根據香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄 C1 第 C.5.3 段的規定，召開董事會定期會議應在切實可行的情況下發出至少 14 天通知)

- (b) 任何委員會成員或委員會秘書(應委員會成員的請求時)可於任何時候召集委員會會議。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、傳真或其他委員會成員不時議定的方式發出予各委員會成員(以該成員不時通知秘書的電話號碼、傳真號碼、地址或电子邮箱地址為準)。

- (c) Any notice given orally shall be confirmed in writing as soon as practicable and before the meeting.
- (c) 口頭會議通知應儘快(及在會議召開前)以書面方式確實。
- (d) Notice of meeting shall state the purpose, 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. In respect of regular meetings of the Committee to be held as mentioned in clause 3.3 below, and so far as practicable for all other meetings of the Committee, the agenda and accompanying papers shall be sent in full to all the members of the Committee in a timely manner and at least three days before the intended date of the meeting of the Committee (or such other period as all the Committee members may agree).
- (d) 會議通告必須說明開會目的、開會時間、地點、議程及隨附有關文件予各成員參閱。第 3.3 條所述委員會定期會議的議程及有關文件應全部及時送交委員會全體成員，盡至少在計劃舉行委員會會議日期的最少三天前(或經委員會全體成員協議的其他時間內)送出。委員會其他所有會議在切實可行的情況下亦應採納以上安排。
- 3.2 **Quorum:** The quorum of the Committee meeting shall be two members of the Committee and a majority of which shall be the independent non-executive directors.
- 法定人數：**會議法定人數為兩位成員，而大部份出席的成員須為獨立非執行董事。
- 3.3 **Frequency:** Meetings shall be held at least once a year to review, formulate and consider the nomination procedures as regards the appointment, reappointment and removal of directors (the “**Director(s)**”) of the Company, their implementation during the year, to make recommendations to the Board on candidates for appointment as Directors, to review the policy on Board diversity and any measurable objectives for implementing such policy from time to time adopted by the Board and progress on achieving these objectives, and 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.
- 次數：**每年最少開會一次，以厘定、檢討及考慮本公司董事（「**董事**」）就委任、重新委任及罷免的提名程序、前述事項在有關年度的實施，向董事會提呈出任董事候選人的建議、檢討董事會不時所採納的董事會成員多元化政策及為執行該政策而制定的任何可計量目標，以及該目標的達標進度，並且評估各董事對董事會投入的時間及作出貢獻以及董事有效履行職責的能力。
- 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.
- 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。

4. Written resolutions

- 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.

書面決議

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檔組成。

5. Alternate Committee members

- 5.1 A Committee member may not appoint any alternate.

委任代表

委員會成員不能委任代表。

6. Authority of the Committee

- 6.1 The Committee may exercise the following powers:

委員會的權力

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 (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;
- (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;
- (c) 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 resource consultancy firm or other independent professionals, and to secure the attendance of outsiders with relevant experience and expertise at its meetings if it considers this 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;

- (a) 要求本公司及其任何附屬公司(合稱「**本集團**」)的任何雇員及專業顧問，提供委員會為執行其職責而需要的任何資料，並提交報告、出席委員會會議及提供所需資料及解答有關問題；
- (b) 於董事的委任或重新委任，評審董事的表現及獨立非執行董事的獨立性；
- (c) 按照其職權範圍就相關事項向外界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)。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>(d) 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) to exercise such powers as the Committee may consider necessary and expedient so that their duties under section 7 below can be properly discharged.</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須要的修訂建議；及</p> <p>(e) 為使委員會能合理地執行本職權範圍第七章所列的職責，其認為有需要及有益的權力。</p>
<p>6.2 The Company should provide the Committee sufficient resources to perform its duties. Where necessary, the Committee should seek independent professional advice, at the Company's expense, to perform its responsibilities.</p>	<p>本公司應向委員會提供充足資源以履行其職責。委員會履行職責時如有需要，應尋求獨立專業意見，費用由本公司支付。</p>
<p>7. <u>Duties</u></p>	<p><u>職責</u></p>
<p>7.1 The duties of the Committee shall be:</p>	<p>委員會負責履行以下職責：</p>
<p>(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;</p>	<p>(a) 至少每年檢討董事會的架構、人數及組成(包括技能、知識、經驗及多元化觀點與角度)，協助董事會維持董事會技能矩陣，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；</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;</p>	<p>(b) 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>(c) to assess the independence of independent non-executive Directors;</p>	<p>(c) 評核獨立非執行董事的獨立性；</p>
<p>(d) to make recommendations to the Board on:</p> <p>(i) the role, responsibilities, capabilities, skills, knowledge, experience and diversity perspectives required from members of the Board;</p>	<p>(d) 向董事會提呈下列事項的建議：</p> <p>(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；</p>

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| <p>(ii) the policy on the terms of employment of non-executive Directors;</p> | <p>(ii) 委聘非執行董事的政策；</p> |
| <p>(iii) the composition of the audit committee, remuneration committee and other board committees of the Company;</p> | <p>(iii) 審核委員會、薪酬委員會及其他董事會委員會的組成；</p> |
| <p>(iv) proposed changes to the structure, size and composition of the Board;</p> | <p>(iv) 董事會的架構、人數及組成擬作出的變動；</p> |
| <p>(v) candidates suitably qualified to become members of the Board;</p> | <p>(v) 具備合適資格擔任董事的人士；</p> |
| <p>(vi) the selection of individuals nominated for directorship;</p> | <p>(vi) 挑選被提名人士出任董事；</p> |
| <p>(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;</p> | <p>(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；</p> |
| <p>(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;</p> | <p>(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；</p> |
| <p>(ix) the appointment or re-appointment of Directors;</p> | <p>(ix) 就董事委任或重新委任董事；</p> |
| <p>(x) succession planning for Directors in particular the chairman and the chief executive; and</p> | <p>(x) 董事繼任計劃(尤其是主席及行政總裁)；及</p> |
| <p>(xi) the policy concerning the diversity of Board members, and the measurable objectives for implementing such policy.</p> | <p>(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。</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>(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> |

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| <p>(i) succession planning of Directors;</p> | <p>(i) 董事接替計畫;</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>(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 skills and expertise required from members of the Board;</p> | <p>(iv) 董事會成員所須具備的技能及專才;</p> |
| <p>(v) the Board's policy concerning diversity of Board members adopted from time to time; and</p> | <p>(v) 董事會不時採納的董事會成員多員化政策; 及</p> |
| <p>(vi) the relevant requirements of the Listing Rules with regard to directors of a listed issuer;</p> | <p>(v) 上市規則對上市發行人的董事的相關要求;</p> |
| <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 and their respective associates) 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) 檢討及就所有按上市規則第13.68條須事先取得本公司股東批准的現董事或建議委任董事與集團成員的擬定服務合同, 向本公司股東就該議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及本公司股東應怎樣作表決, 向本公司股東提呈建議;</p> |
| <p>(g) 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>(g) 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>(h) to conduct exit interviews with any Director upon their resignation in order to ascertain the reasons for his departure;</p> | <p>(h) 會見辭去本公司董事職責的董事並了解其離職原因;</p> |

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| <p>(i) 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>(i) 檢討董事會不時採納的多元化政策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；</p> |
| <p>(j) to develop and review, as appropriate, the policy for the nomination of directors, with such policy shall set out, inter alia, the nomination procedures and process and criteria to select and recommend candidates for directorship;</p> | <p>(j) 制定及在適當情況下檢討提名董事的政策；提名政策列明（其中包括）提名程序、流程及準則，以篩選及推薦董事候選人；</p> |
| <p>(k) to support the Company's regular evaluation of the Board's performance; and</p> | <p>(k) 支持本公司定期評估董事會的表現；及</p> |
| <p>(l) to consider other matters, as defined or assigned by the Board from time to time.</p> | <p>(l) 考慮及執行董事會委派的其他事項。</p> |

8. Minutes and records

- 8.1 The secretary shall, at the beginning of each meeting, ascertain and record the existence of any conflicts of interest and minute them accordingly. The relevant member of the Committee shall not be counted towards the quorum and he/she must abstain from voting on any resolution of the Committee in which he/she or any of his/her close associates has a material interest, unless the exceptions set out in the articles of association of the Company and the Listing Rules apply.
- 8.2 Full minutes of the meetings of the Committee and all written resolutions of the Committee should be kept by the secretary of the Committee. Such meeting minutes should be open for inspection at any reasonable time on reasonable notice by any Director and should record in sufficient detail the matters considered and decisions reached, including any concerns raised by the Directors or dissenting views expressed.

會議紀錄

秘書應在每次會議開始時確定及記錄當時存在的任何利益衝突，並將其列入會議紀錄。除本公司組織章程細則及上市規則所載的適用例外情況外，相關委員會成員不得就其本人及其任何緊密聯繫人擁有重大權益的任何委員會決議案計入法定人數，且必須放棄表決權。

委員會的完整會議紀錄及書面決議應由委員會秘書保存。該等會議紀錄應在任何董事發出合理通知後的任何合理時間內公開可供查閱，並應充分記錄所考慮的事項及達成的決定詳情，包括董事提出的任何關注事項或表達的反對意見。

- 8.3 The secretary of the Committee shall circulate the draft and final versions of minutes of the meeting of the Committee or, as the case may be, written resolutions of the Committee to all members of the Committee for their comment and records respectively (generally, meaning within 14 days after the meeting) within a reasonable time after the meeting or before the passing of the written resolutions. Once the minutes are signed, the secretary 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.
- 8.5 The Committee shall report back to the Board on their decisions or recommendations, unless there are legal or regulatory restrictions on their ability to do so (such as a restriction on disclosure due to regulatory requirements).
9. **Annual general meeting**
- 9.1 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.
10. **Continuing application of the articles of association of the Company**
- 10.1 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.
- 委員會的完整會議紀錄及書面決議應由委員會秘書保存。委員會秘書應于委員會會議結束後或書面決議簽署前的合理時段內(一般指委員會會議結束後的 14 天內),把委員會會議紀錄或書面決議(視乎情況而定)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)。會議紀錄獲簽署後,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于委員會會議的出席率。
- 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此匯報(例如因監管規定而限制披露)。
- 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。
- 本公司組織章程的持續適用**
- 就前文未有作出規範,但本公司章程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

董事會權力

- 11.1 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 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.

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。

12. Publication of the terms of reference of the Committee

委員會職權範圍的刊登

- 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.

委員會應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。

Adopted on 24 March 2012 and amended with effect on 1 July 2025

2012 年 3 月 24 日採納及於 2025 年 7 月 1 日修訂生效