



China Flavors and Fragrances Company Limited

中國香精香料有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 3318)

Nomination Committee Terms of Reference

1. Member

- 1.1 Members of the Nomination Committee shall be appointed by the Board, which shall consist of not less than three members, the majority of whom shall be the independent non-executive directors of the Company.
- 1.2 The chairman of the Nomination Committee shall be an independent non-executive director or the chairman of the Board and be appointed by the Board.
- 1.3 The company secretary of the Company or his/ her delegate shall be the secretary of the Nomination Committee.

2. Attendances at meetings

- 2.1 The quorum for the meetings of the Nomination Committee shall be 2 members. Other Board members, apart from the Nomination Committee members, have the right to attend any Nomination Committee meetings, though they shall not be counted in the quorum.
- 2.2 Members of the Nomination Committee may participate in any meeting of the Nomination Committee by means of a conference telephone, electronic or other communications equipment through which all persons participating in the meeting can communicate with each other simultaneously and instantaneously and, for the purpose of counting a quorum, such participation shall constitute presence at a meeting as if those participating were present in person.

3. Frequency of meetings

- 3.1 The members of the Nomination Committee may call any meetings at any time when necessary or desirable (but at least twice in any financial year).
- 3.2 The proceedings of the meetings of the Committee are governed by the provisions contained in the Company's Bye-laws for regulating the proceedings of the directors of the Company.

4. Authority

- 4.1 The Nomination Committee is authorized by the Board to seek any necessary information which is within the Nomination Committee's scope of duties from the employee of the Company and its subsidiaries.
- 4.2 The Nomination Committee is authorized by the Board to, at the costs and



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expenses of the Company, obtain independent professional advice, and to secure the attendance of outsiders with relevant experience and expertise if it considers necessary or desirable, provided the costs and expenses to be incurred shall be subject to the approval of the Board (such approval not to be unreasonably withheld or delayed).

- 4.3 The Board shall ensure that the Nomination Committee has sufficient resources to perform its duties.

5. Duties

- 5.1 The duties of the Nomination Committee shall include, without limitation, the following:

(a) to review the structure, size and composition (including the skills, knowledge and experience) of the Board at least once annually and to make recommendations on any proposed changes to the Board to complement the Company's corporate strategy;

(b) to identify individuals suitably qualified to become Board members and to select or make recommendations to the Board on the selection of individuals nominated for directorship;

(c) to assess the independence of independent non-executive directors of the Company; and

(d) to make recommendations to the Board on the appointment or reappointment of the directors of the Company and the succession planning for directors, in particular the chairman and the chief executive officer of the Company.

- 5.2 Where the Board proposes a resolution to elect an individual as an independent non-executive director of the Company at the general meeting, the Nomination Committee should set out in the circular to shareholders and/or explanatory statement accompanying the notice of the relevant general meeting why the Board believe that he/ she should be elected and the reasons why they consider him/ her to be independent.

- 5.3 The Nomination Committee should promptly report to the Board of their decisions or recommendations, unless there are legal or regulatory restrictions on their ability to do so.

6. Written resolutions

A resolution in writing signed by all members of the Nomination Committee shall be as valid and effectual as if a resolution had been passed at a meeting of the Nomination Committee duly convened and held provided that a copy of such



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resolution has been given or the contents thereof communicated to all members of the Nomination Committee for the time being entitled to receive notices of the meetings of the Nomination Committee in the same manner as notices of meetings of the Nomination Committee are required to be given and further provided that no member of the Nomination Committee is aware of or has received any objection to the resolution from any other member of the Nomination Committee. Such resolution may be contained in one document or in several documents in like form each signed by one or more of the members of the Nomination Committee and for this purpose a facsimile signature of a member of the Nomination Committee shall be treated as valid.

7. Revision and review

This terms of reference shall be reviewed in accordance with the Listing Rules. Any amendment shall be recommended to the Board for approval.

Hong Kong, March 2012