



## **361 Degrees International Limited**

### **361 度國際有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 1361)**

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

- 1.1 361 Degrees International Limited (the “**Company**”) recognises the importance of diversity of the board of directors (the “**Board**”) as it promotes board effectiveness and enable better decisions to be made due to the lessened risk of group thinking.
- 1.2 The purpose of this policy is to set out the basic principles to be followed to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.
- 1.3 This diversity policy (the “**Policy**”) was approved and adopted on 1 January 2019 pursuant to a resolution passed on the same day by the Board.

### **2. Nomination and Appointments**

- 2.1 Board nomination and appointments will continue to be made on merit basis based on its business model and specific needs from time to time while taking into account diversity.
- 2.2 The nomination committee of the Board (the “**Nomination Committee**”) has the primary responsibility to identify and to recommend qualified candidates to become members of the Board, and shall give adequate consideration to this policy in selection of Board candidates.

### **3. Measurable Objectives**

- 3.1 Selection of Board candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, cultural background, educational background and professional experience, which are the measurable objectives for implementing the Policy. Other criteria include but not limited to (i) the ability to devote sufficient time and attention to the affairs of the Company; (ii) the ability to make a positive contribution to the development of the Company’s strategy and policies through independent, constructive and informed comments; and (iii) the participation in meetings to bring an independent judgment on issues of strategy, policy, performance, accountability, resources, key appointments and standards of conduct.

3.2 The rationale for using these factors enables the Board to better represent different stakeholders' interests, including that of customers, and improve decision-making quality.

#### **4. Monitoring and Reporting**

4.1 The Nomination Committee is responsible for reviewing the policy, developing and reviewing measurable objectives for implementing the policy and monitoring the progress on achieving these measurable objectives.

4.2 The Nomination Committee shall review this policy and the measurable objectives at least annually to ensure the continued effectiveness of the Board.

#### **5. Disclosure of the Policy**

A summary of this Policy shall be disclosed in the Company's corporate governance report incorporated into the annual report and/or as required under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.