



# Morimatsu International Holdings Company Limited

## 森松國際控股有限公司

(Incorporated in Hong Kong with limited liability)  
(the "Company")  
(Stock code: 2155)

### BOARD DIVERSITY POLICY (the "Policy")

(Adopted pursuant to resolutions passed by the board (the "Board") of directors (the "Directors") of the Company on 10 February 2021 and 31 May 2021)

#### 1. PURPOSE

This Policy aims to set out the approach to achieve diversity on the Board.

#### 2. VISION

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

#### 3. POLICY STATEMENT

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In determining the Board's composition, board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

#### 4. MEASURABLE OBJECTIVES

- 4.1 The nomination committee of the Company (the "Nomination Committee") will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption.
- 4.2 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report annually.

## **5. MONITORING AND REPORTING**

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

## **6. REVIEW OF THIS POLICY**

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

## **7. DISCLOSURE OF THIS POLICY**

7.1 This Policy will be published on the Company's website for public information.

7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.

*Remark:* *The Chinese version is for reference only, and the English version shall prevail in case of any inconsistency between the English version and the Chinese translation thereof.*

25 June 2021