

Sinomax Group Limited

盛諾集團有限公司

(the “Company”)

BOARD DIVERSITY POLICY

*(Adopted by the board of directors of the Company on 16 March 2015
and amended by the board of directors of the Company on
27 March 2019 to take effect from 1 January 2019)*

1. PURPOSE

This Board Diversity Policy of the Company (this “**Policy**”) aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

2. PRINCIPLE

The Company endorses the principle that the Board should have a balance of skills, experience and diversity of perspectives appropriate to the Company’s business.

3. MEASURABLE OBJECTIVES

3.1 In order to achieve a diversity of perspectives among members of its Board, it is the policy of the Company to consider a number of factors when deciding on the appointments to the Board and the continuation of those appointments. The Board considers from a wide range of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, length of service and any other factors that the Board may consider relevant and applicable from time to time. All these factors are considered to be relevant to the Company’s business, for the following reasons:

- (i) the Company operates in a diverse business environment where it is in the best interests of its shareholders that due account is taken of the interests of its employees, customers, suppliers, others with whom it does business, governmental and other institutions which have influence over the Company, and members of the public. A board whose composition has regard to the gender, age, cultural and educational background and ethnicity of its members is in a good position to take due account of such interests; and
- (ii) professional experience, skills, knowledge and length of service are self-evidently important contributors to the quality of the Board’s decision making.

3.2 The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

4. MONITORING AND REPORTING

4.1 The nomination committee of the Company (the “**Nomination Committee**”) is responsible for monitoring the achievement of the measurable objectives set out in this Policy.

4.2 The Nomination Committee will review the Board’s composition at least once annually taking into account the benefits of all relevant diversity aspects and adhere to this Policy when making recommendation on any Board appointments.

- 4.3 The Board's composition will be disclosed in the corporate governance report of the Company (the "**Corporate Governance Report**") annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

5. REVIEW

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.

6. DISCLOSURE

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 Corporate Governance Report contained in the Company's annual report.