



## MAINLAND HEADWEAR HOLDINGS LIMITED

飛達帽業控股有限公司\*

*(Incorporated in Bermuda with limited liability)*

**(Stock code: 1100)**

### BOARD DIVERSITY POLICY

#### **I. Objective**

This Policy aims to set out the approach to achieving diversity on the Company's board of directors (the "Board").

#### **II. Policy Statement**

The Company recognizes the benefits of having a Board that has a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company's businesses.

The Company maintains that appointments to the Board should be based on merit that complements and expands the skills and experience of the Board as a whole, and after due regard to factors which include but not limited to gender, age, cultural and educational background, and/or professional experience, and any other factors that the Board may consider relevant and applicable from time to time towards achieving a diverse Board.

The full Board of the Company is responsible for reviewing the structure, size and composition of the Board and the appointment of new directors of the Company from time to time to ensure that it has a balanced composition of skills and experience appropriate to the requirements of the Company's businesses, with due regard to the benefits of diversity on the Board. The Board as a whole is also responsible for reviewing the succession plan for the directors of the Company, in particular, the Chairman of the Board and the Managing Director.

#### **III. Review and Monitoring**

The Board will review and monitor from time to time the implementation of this Policy to ensure its effectiveness and will at appropriate time set measurable objectives for achieving diversity on the Board.

#### **IV. Disclosure and Publication**

A summary of this Policy and any measurable objectives which the Board has set for implementing this Policy, and progress on achieving those objectives, will be disclosed in the Company's Corporate Governance Report annually.

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

(September 2013)

\* *For identification purpose only*