



Morimatsu International Holdings Company Limited

森松國際控股有限公司

(於香港註冊成立的有限公司)

(「本公司」)

(股份代碼：2155)

Corporate Code of Conduct

Preamble

The Corporate Code of Conduct (hereinafter referred to as "this Code") of Morimatsu International Holdings Company Limited (hereinafter referred to as "Morimatsu" or "we") is designed to regulate the conduct of all personnel of Morimatsu (hereinafter referred to as "the Personnel"), including but not limited to its substantial shareholders, beneficial owner, legal representatives, directors, supervisors, senior executives, regular employees, and dispatched workers of Morimatsu and its subsidiaries. We are committed to upholding the highest standards of integrity and fully comply with all applicable laws and regulations in the regions where we operate. We also encourage our suppliers and partners to adhere to our Supplier Code of Conduct.

About Morimatsu

Vision and Mission

Morimatsu is committed to providing downstream customers with core equipment, high value-added process solutions, integrated digital intelligent plant solutions (including process design packages), and value-added services

covering the entire life cycle.

In the future, Morimatsu will continue to explore technological export fields and develop in the direction of a service-oriented manufacturing model, contributing to more convenient, efficient, green, and healthy sustainable development in downstream industries.

Business Ethics

➤ Fair Competition

We conduct our business in accordance with the principle of fair competition. We are committed to strictly complying with all applicable laws and regulations in the regions where we operate, including but not limited to those related to competition, antitrust, and the collection of competitive information. We believe that fair and regulated competition will enhance market transparency and benefit the provision of products and services to our customers.

➤ Business Integrity

We are familiar with and comply with anti-bribery and anti-corruption laws and regulations relevant to the countries in which we operate, including the United States Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and any anti-bribery and anti-corruption laws in jurisdictions where we conduct business.

We refuse to engage in or tolerate any form of corruption, extortion, bribery, embezzlement, or other improper transfer of benefits.

We refuse to offer or accept bribes or other illegal benefits in dealings with business partners.

To enhance awareness of anti-bribery and anti-corruption of the Personnel, we will conduct regular training on business ethics.

➤ **Whistleblower Protection Policy**

We encourage whistleblowing in various forms, including real-name or anonymous reports. We provide strict protection for whistleblowers. We ensure the independence of personnel responsible for receiving and managing whistleblowing information, strictly regulating the access permissions of reception personnel and whistleblowing information. Personnel responsible for receiving, recording, and handling whistleblowing matters, as well as those who can access whistleblowing information, shall strictly fulfill their confidentiality obligations. Access to relevant whistleblowing information and files must be approved by management.

➤ **Conflict of Interest**

We encourage the Personnel to voluntarily declare any existing or potential conflict of interest existing that may arise during the operation of Morimatsu and to the best to avoid any activities or personal behaviors that cause conflict of interest.

➤ **Confidentiality and Intellectual Property**

We require the Personnel to protect and properly use confidential information to ensure that the trade secrets and valid intellectual property of the Personnel and business partners are protected.

We prohibit the Personnel from infringing upon any valid intellectual property and encourage them to safeguard obtained valid intellectual property from improper use.

Labor Rights

➤ **No Child Labor**

We commit to not employing child labor. We comply with applicable laws and regulations in the regions where we operate and the principles of the United Nations Global Compact by prohibiting the employment of child labor below the local legal minimum age during our operations.

➤ **Prohibition of Human Trafficking and Forced Labor**

We refuse to engage in any activities involving human trafficking, forced labor, coercion, involuntary servitude, slavery, debt bondage, discrimination, or any similar practices.

➤ **Prohibition of Discrimination**

We prohibit any conscious or unconscious discrimination or harassment of

employees based on protected labor rights and characterizes. Such characteristics include but are not limited to race, nationality, gender, age, physical traits, ancestry, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other standards deemed unlawful under applicable law.

➤ **Respect for Human Rights**

We strive to make positive contributions to the protection of human rights and the promotion of personal health. We commit to complying with internationally accepted standards such as the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) of the International Labour Organization (ILO).

➤ **Fair Treatment**

We treat every employee fairly and maintain a zero-tolerance attitude towards harassment (including sexual harassment and other forms of harassment), intimidation, or bullying, striving to establish and maintain a fair workplace. A fair workplace includes the absence of mistreatment or inhuman behavior, any form of sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion, or verbal abuse, as well as any language threats

related to any of the aforementioned behaviors.

➤ **Work Hours, Wages, and Benefits**

We strictly comply with applicable laws and regulations in the regions where we operate regarding employee wages, including but not limited to minimum wage, overtime pay, and statutory benefits. Employees' work hours shall not exceed the legal limits set by applicable local laws and regulations.

We regularly organize employee satisfaction surveys and provide feedback channels for employees regarding working conditions.

➤ **Freedom of Association**

We strive for open and constructive dialogue with employees and worker representatives, respecting rights of employees to freely associate, join unions, seek representation, participate in works councils, and engage in collective bargaining, as well as respecting the rights and interests of worker representatives, in accordance with local laws.

Health, Safety, Environment, and Quality

➤ **Occupational Health and Safety**

In our operations, we provide necessary safety facilities and equipment, appropriate control measures, safe work procedures, preventive maintenance, and necessary technical protective measures to ensure and mitigate health

and safety risks for employees and visitors in the workplace.

We shall take specific measures to ensure the occupational health and safety of our employees, including but not limited to regularly conduct occupational health-related assessments and testing, implement employee occupational health monitoring programs, develop emergency response plans related to occupational health and safety, conduct regular drills, and provide necessary occupational health and safety training for employees, etc.

We require all stakeholders entering the Morimatsu plant area shall strictly comply with our various management systems and regulations related to occupational health and safety.

➤ **Environmental Protection**

We shall comply with all applicable environmental laws and regulations in the regions where we operate and shall promptly obtain, maintain, and update all necessary licenses, permits, and restrictions to ensure compliance operations.

We strive to implement waste reduction measures, reduce or avoid the generation of waste gas, waste water, and hazardous waste as much as possible through improved process technology and the selection of clean raw materials; adopt efficient operation methods as much as possible to improve energy efficiency, utilize renewable energy (including but not limited to active use of photovoltaic energy, procurement of clean energy, and green certification), reduce greenhouse gas emissions, and strive to minimize the

environmental impact of our business operations.

We are committed to protecting biodiversity and reducing and avoiding the impact of Morimatsu's production operations on the surrounding ecological environment.

➤ **Addressing Climate Change**

We fully recognize that climate change risks may impact our production operations, and we actively identify climate risks that Morimatsu may face and develop response plans. We will actively respond to the challenges and opportunities posed by climate change, integrating climate factors into our management decision-making models to support the formulation of our future strategies.

➤ **Product Quality**

We ensure that the quality of the products we provide meets the recognized or contractually agreed quality requirements to ensure that the products and services provided to customers consistently meet their needs and can be safely used as intended.

We will actively engage in the research and innovation of green products, enhancing the environmental performance and resource efficiency of our products. Simultaneously, we will actively pursue green product certification and conduct product carbon footprint assessments to meet customer demand

for green and low-carbon products.

➤ **Management System Certification**

We actively establish and operate health, safety, environmental and quality management systems, committing to obtaining management system certifications such as ISO14001, ISO45001 and ISO9001.

Corporate Governance

➤ **External Communication**

We aspire to engage in open, clear, and accurate communication with all stakeholders. Regarding the content and manner of communication, we ensure compliance with all applicable legal and regulatory requirements, protecting the rights and interests of Morimatsu and all stakeholders. Unless prior approval is obtained or published content is used, personal views expressed by Morimatsu employees in any activities, public occasions, or on the internet (including social media) do not represent the views of Morimatsu. When our employees express personal views, we will supervise them to clearly label these views as personal, especially when there is a possibility that others might perceive them as representing Morimatsu.

➤ **Insider Trading**

When we obtain any insider information, we will not use it to conduct any

financial transaction or recommend anyone or any party to do any financial transaction. We strictly prohibit trading stocks or other financial instruments while in possession of relevant insider information. We will handle sensitive information responsibly. "Insider information" specifically may include financial performance, potential mergers, acquisitions, divestitures, capital increases, capital market transactions, important licensing agreements and other collaborations, significant contracts' profits and losses, and information related to current litigation, etc.

➤ **Continuous improvement**

We will continuously review and improve this Code to ensure that it remains consistent with currently applicable laws, ethics and business practices.

In the event of any inconsistency between the Chinese and English versions of

this Code,

the English version shall prevail.