

# **ROYAL DELUXE HOLDINGS LIMITED**

御佳控股有限公司

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

(Stock code: 3789)

(the “**Company**”)

## **BOARD DIVERSITY POLICY (the “Policy”)**

*(Adopted by written resolution of the board of directors  
of the Company passed on 28 December 2018)*

### **1. Purpose**

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

### **2. Vision**

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

### **3. Policy**

When determining the composition of the Board, the Company will consider board diversity in terms of, among other things, gender, age, experience, cultural and educational background, expertise, skills and know-how. All Board appointments will be based on merits, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

### **4. Measurable Objectives**

Selection of candidates for Board membership will be based on a range of diversity perspectives, including but not limited to gender, age, experience, cultural and educational background, expertise, skills and know-how.

### **5. Monitoring and Reporting**

The nomination committee of the Company (the “**Nomination Committee**”) will disclose the composition of the Board annually in the corporate governance report 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**

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.