

## **ROYAL CUSHION VINYL PRODUCTS LIMITED**

### **BOARD DIVERSITY POLICY**

This Policy aims to set out the approach to achieving diversity for the Board of Directors (the “Board”) of **ROYAL CUSHION VINYL PRODUCTS LIMITED**(“RCVPL”).

RCVPL recognises the benefits of a Board that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate for effective decision making; diversity at the Board level is an important element in strong Corporate Governance. The Board diversity enhances decision-making capability and a diverse Board is more effective in dealing with organizational changes and less likely to suffer from group thinking.

RCVPL maintains that Board appointment should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, taking into account age, professional experience and qualifications, regional and industry experience, cultural and educational background, geographic background and any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board.

The entire Board of RCVPL is responsible for reviewing the structure, size and composition of the Board and the appointment of new directors from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of the Company, with due regard to the benefits of diversity on the Board.

The Nomination and Remuneration Committee of the Company will continue to recommend on appointments to the Board having regard to the merit of candidates and believes that doing so will be consistent with achieving a diversity of perspectives as described above.

The objectives of this Policy are, to have a Board which

- a) is characterized by a broad range of views arising from different experiences when discussing business;
- b) facilitates the making of informed and critical decisions; and
- c) promotes the interests of all stakeholders, particularly the long term interest of our shareholders, fairly and effectively.



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The achievement of these objectives will be measurable on an objective review of the overall composition of the Board, the diversity of background and experience of individual Directors and the effectiveness of the Board in promoting shareholders’ interests.

The Board as a whole is also responsible for reviewing the succession plan for the directors, in particular, the Chairman/Managing Director/Whole-Time Directors as applicable.

The Nomination & Remuneration Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy.

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