

Radiance Holdings (Group) Company Limited

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(Incorporated in the Cayman Islands with limited liability)

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Board Diversity Policy

1. Purpose

The Company recognises and embraces the importance and benefit to achieve diversity on the **Board** effectiveness.

The purpose of this policy is to set out the basic principles to be followed to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

2. Nomination and Appointments

Board nomination and appointments will continue to be made on merit basis based on its business needs from time to time while taking into account diversity.

Nomination Committee

responsibility for identifying individuals suitably qualified to become members of the Board and selecting, or making recommendations to the te

or board of the Company so that the Company will have a pipeline of female senior
The Nomination
Committee will, within five years from the Listing Date, use its best effort to identify and
recommend female candidates to the Board for its consideration for appointment as Directors
with an ultimate aim to achieve a target of at least 20% female representation in the Board.

4. Policy Statement

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.

5. Monitoring and Reporting

The Nomination Committee is responsible for reviewing the policy, developing and reviewing measurable objectives for implementing the policy and monitoring the progress on achieving these measurable objectives.

The Nomination Committee shall review this policy and the measurable objectives at least annually, and as appropriate, to ensure the continued effectiveness of the Board.

6. Disclosure of this policy

A summary of this policy, including any measurable objects that it has set for implementing
annual report and/or as required under the Rules Governing the Listing of Securities on The
Stock Exchange of Hong Kong Limited.