

Nobel Design Holdings Ltd Board Diversity Policy

Purpose and Scope

Nobel Design Holdings Ltd (the “**Company**”) recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance. The Board Diversity Policy (the “**Policy**”) aims to set out the approach to achieve diversity on the Board.

Policy

With a view to achieving sustainable and balanced development, the Company views increasing diversity on the Board as essential in supporting the achievement of its strategic objectives. In designing the Board’s composition, aspects including gender, age, cultural and educational background, professional experience, skills, knowledge and length of service are considered. All Board appointments will be based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

Governance

The Board provides oversight for the Policy. The Nominating Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nominating Committee will discuss any revision that may be required, and recommend any such revision to the Board for consideration and approval.

Communication of Policy

The Policy shall be communicated to the Company’s stakeholders, including but not limited to its employees, shareholders, suppliers, business partners and customers. The Policy shall be published on the Company website, which is accessible by the public.

Reporting

The Nominating Committee will report annually, in the Corporate Governance Report, on the Board’s composition in terms of diversity, and monitor the implementation of the Policy.