



ZACD GROUP LTD.

杰地集團有限公司*

(a company incorporated in the Republic of Singapore with limited liability)

(Stock Code: 8313)

BOARD DIVERSITY POLICY

1. PURPOSE

- 1.1 This Policy aims to set out the approach to achieve diversity on the Company's on the Company's board of directors ("**Board**").

2. VISION

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

3. POLICY STATEMENT

- 3.1 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 members' appointment will be based on meritocracy, and candidate will be considered against appropriate criteria, having due regards for the benefits of diversity on the Board.

4. MEASURABLE OBJECTIVES

- 4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, culture, race and educational background, professional experience, knowledge, skills and length of service. The ultimate decision will be based on merit and contribution that the selected candidate will bring to the Board.

5. MONITORING AND REPORTING

- 5.1 The Nomination Committee ("**NC**") will report in the annual Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy on an annual basis.

6. REVIEW OF THIS POLICY

- 6.1 The NC will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The NC 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

- 7.1 This Policy will be published on the Company's website (www.zacdgroup.com) for public information. A summary of this Policy will be disclosed in the annual Corporate Governance Report.

*(Adopted by the Company on 13 December 2017)
(Ratified on 31 December 2018)*