
REGIONAL MANAGEMENT CORP. BOARD DIVERSITY POLICY

I. PURPOSE

This Board Diversity Policy (the “Policy”) establishes the approach to achieve and maintain diversity on the Board of Directors (the “Board”) of Regional Management Corp. (the “Company”).

II. POLICY STATEMENT

The Board recognizes and embraces the value of a diverse board of directors in improving the quality of its performance and the Company’s success. Diversity promotes the exchange of different perspectives and ideas, mitigates against groupthink, and ensures that the Board has the opportunity to benefit from all available talent. The Board is committed to inclusion – ensuring that all directors feel welcomed, valued, and able to contribute their opinions. The Board also recognizes the need for its directors to understand and to be able to respond effectively to the financial needs of its diverse customer base. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Board takes a multi-faceted approach to diversity by emphasizing the value and importance of both diverse personal characteristics, as well as cognitive diversity and diversity of thought. The Board seeks to comprise itself of talented and dedicated directors with a diverse mix of expertise in areas needed to foster the Company’s business success, as well as a diversity of personal characteristics that include, but are not limited to, gender, race, ethnicity, national origin, sexual orientation, age, geography, religion, disability, and cultural background.

III. IMPLEMENTATION

The Corporate Governance and Nominating Committee (the “Committee”) is responsible for assessing the composition of the Board, identifying qualified individuals for open director positions, and guiding the Board in achieving the objectives of this Policy, as set forth in Section II above. The Committee shall maintain a director candidate list comprised of individuals qualified to fill openings on the Board, which will include candidates with useful expertise who possess the diverse personal characteristics described in this Policy. When conducting searches for new directors, the Committee will include qualified female and/or racially or ethnically diverse individuals from the list in the pool of candidates. In identifying qualified candidates, current directors and stockholders may recommend individuals and, if the Committee deems appropriate, a search firm may be employed.

Ultimately, the selection of new directors will be based on the Board’s judgment of the overall contributions that a candidate will bring to the Board, giving due weight to diverse personal characteristics that contribute to the Board achieving the objectives of this Policy.

IV. MONITORING AND REPORTING

The Committee will review all steps taken pursuant to this Policy on an annual basis, assess the Board's progress in achieving and maintaining diversity, and present its findings and assessment to the full Board for input. The Committee will report in the Company's proxy statement the Board's composition and diversity, as well as the Board's assessment of its progress in meeting the objectives of this Policy. In the event that any director does not wish to have their gender, race, ethnicity, sexual orientation, national origin, religion, disability and/or cultural background disclosed in the Company's proxy statement, the Committee and the Board will honor such director's request.

V. REVIEW OF THIS POLICY

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

VI. DISCLOSURE OF THIS POLICY

This Policy will be published under the Governance section of the Company's investor relations website and will be described in the Company's proxy statement.