

**HANDS FORM HOLDINGS LIMITED**  
恆新豐控股有限公司  
(the “Company”)  
(Incorporated in Cayman Islands with limited liability)  
(Stock Code: 1920)

**Board Diversity Policy**

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**1. Purpose**

This board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors (“**Board**”) of the Company.

**2. Policy Statement**

The Company recognises and embraces the benefits of having a diverse Board with a balance of skills, experience and diversity of perspectives to enhance the quality of its performance. All Board appointments will be based on meritocracy, and candidates will be considered against selection criteria.

**3. Selection Criteria**

Selection of candidates will be based on a range of diversity perspectives, which would include but not be limited to gender, age, cultural and educational background, experience (professional or otherwise), skills, and knowledge. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition will be disclosed in the Annual Report of the Company.

**4. Monitoring and Review of this Policy**

4.1 The nomination committee of the Company (the “**Nomination Committee**”) will monitor the implementation of this Policy.

4.2 The Nomination Committee will from time to time review the Policy, as appropriate, to ensure the effectiveness of the Policy.

**5. Disclosure of this Policy**

A summary of the Policy will be disclosed annually in the Corporate Governance Report of the Company.

*This board diversity policy is prepared in English. In case of any inconsistency between the Chinese version and the English version, the English version shall prevail.*