



恒智控股有限公司  
**HANG CHI HOLDINGS LIMITED**  
*(incorporated in the Cayman Islands with limited liability)*  
**(Stock code: 8405)**

**BOARD DIVERSITY POLICY**  
(the “Policy”)  
(adopted on 20 March 2018)

**1. PURPOSE**

The Policy sets out the approach to achieve diversity on the Board of Directors (the “**Board**”) of Hang Chi Holdings Limited (the “**Company**”).

**2. SCOPE OF APPLICATION**

The Policy applies to the Board. It does not apply to diversity in relations to employees of the Company and its subsidiaries.

**3. POLICY STATEMENT**

With the objective of enhancing the Board effectiveness and corporate governance, the Company recognises increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in a number of aspects, including but not limited to the skills, knowledge, gender, age, ethnicity, cultural and educational background, professional experience, length of services and other qualities of Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments will be made on meritocracy and candidates will be considered against objective criteria, with due regard for the benefits of the diversity on the Board.

**4. MEASURABLE OBJECTIVES**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to skills, knowledge, gender, age, ethnicity, cultural and educational background, and professional experience. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Nomination Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

## **5. MONITORING AND REPORTING**

The Nomination Committee will report annually, in the Corporate Governance Report of the Company, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

## **6. REVIEW OF THE POLICY**

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

## **7. DISCLOSURE OF THE POLICY**

The Policy will be published on the Company's website for public information.

A summary of the Policy and the progress of implementing the Policy will be disclosed in the annual Corporate Governance Report of the Company.