



## HK Electric Investments

*(As constituted pursuant to a deed of trust on 1 January 2014 under the laws of Hong Kong,  
the trustee of which is HK Electric Investments Manager Limited)*

and

## HK Electric Investments Limited

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 2638)

### **BOARD DIVERSITY POLICY**

#### **A. OBJECTIVE**

This Policy sets out the approach to achieving diversity on the boards of directors (the “Directors”) of HK Electric Investments Manager Limited (the “Trustee-Manager”, in its capacity as the trustee-manager of HK Electric Investments (the “Trust”)) and HK Electric Investments Limited (the “Company”) (each the “Board” and collectively the “Boards”).

#### **B. POLICY STATEMENT & MEASURABLE OBJECTIVES**

The Trustee-Manager and the Company recognise the benefits of Boards that possess a balance of skill set, experience, expertise and diversity of perspectives appropriate for the strategies of the Trustee-Manager and the Company. The Trustee-Manager and the Company believe that board diversity enhances decision-making capability and thus the overall effectiveness of the Boards in achieving sustainable business operation and enhancing shareholder value.

The Trustee-Manager and the Company take into consideration the benefits of various aspects of diversity, including gender, age, culture, ethnicity, education background, professional experience and other factors that may be relevant from time to time towards achieving diversified Boards.

Appointment to the Boards is based on merit and attributes that the selected candidate will bring to the Boards to complement and expand the competencies, experience and perspectives of the Boards as a whole, taking into account the corporate strategy of the Trustee-Manager and the Company.

The full Board of the Company (which comprises the same individuals as the Board of the Trustee-Manager as required under the trust deed constituting the Trust) is responsible for reviewing the structure, size, diversity profile and skills matrix of the Boards and the progress in achieving the diversity objectives of the Trustee-Manager and the Company. The Board of the Company as a whole is also responsible for the selection and appointment of Directors and the review of succession plan of Directors. To this end, the Board of the Company is mindful of having an appropriately structured recruitment, selection and training programme at

appropriate levels so as to identify and prepare suitable talents for Boards positions. In the discharge of such responsibilities, the Board of the Company will decide with reference to the report and at the recommendation of the Nomination Committee of the Company.

Holders of share stapled units are provided with detailed information of each candidate for appointment or re-election to the Boards through announcements and circulars published prior to general meetings.

The composition and diversity profile of the Boards are reported by the Trustee-Manager and the Company annually in its Corporate Governance Report.

### **C. REVIEW AND MONITORING**

The Boards of the Trustee-Manager and the Company review from time to time this Policy and monitor its implementation to ensure its continued effectiveness.

### **D. DISCLOSURE AND PUBLICATION**

This Policy is available on the Company's website for public information.

A summary of this Policy and the measurable objectives which the Boards have set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Trust and the Company annually.

*January 2019*