



## 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 holder of share stapled unit 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 nomination committee of the Company (the “**Nomination Committee**”) is responsible for reviewing the structure, size, diversity profile and skills matrix of the Boards, selecting individuals to be nominated as Directors, reviewing succession plan of Directors and making recommendation on these matters to the Board(s) for approval. To this end, the Trustee-Manager and 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.

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 Nomination Committee reviews from time to time this Policy, monitors its implementation to ensure its continued effectiveness and makes recommendation on any revisions as may be required to the Boards for approval.

### **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 Trustee-Manager and the Company 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.

*(1 December 2020)*