



**招商局港口控股有限公司**

CHINA MERCHANTS PORT HOLDINGS COMPANY LIMITED

*(Incorporated in Hong Kong with limited liability under the Companies Ordinance)*

**(Stock Code: 00144)**

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

- 1.1. This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of China Merchants Port Holdings Company Limited (the “**Company**”).

### **2. Vision**

- 2.1. The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **3. Policy Statement**

- 3.1. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

### **4. Measurable Objectives**

- 4.1. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report set out in its annual report annually.

4.2. To promote diversity at the Board level, the Board will:

- (a) subject to the suitability of candidates and the needs of the Company, and where practicable, the Board will seek opportunities to increase the proportion of female directors over time and target to maintain, at any time, no less than 20% of its directors being female members;
- (b) regularly review the composition of its key committees and strive to achieve diversity in each of these committees. The Board will ensure at least one female director in the nomination committee of the Company; and
- (c) from time to time establish any other measurable objectives, taking into account various relevant factors as appropriate.

## **5. Monitoring and Reporting**

5.1. The Company will report annually, in the Corporate Governance Report set out in its annual report, on the Board's composition under diversified perspectives, the measures the Company has adopted to achieve gender diversity and the results of the Company's review of the implementation of this Policy, and monitor the implementation of this Policy.

## **6. Review of this Policy**

6.1. The Board will monitor the implementation and annually review this Policy to ensure its effectiveness. The nomination committee of the Company will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

## **7. Disclosure of this Policy**

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

7.2. A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report set out in its annual report.