

**HANG LUNG GROUP LIMITED / HANG LUNG PROPERTIES LIMITED**  
**(“Company”)**  
**BOARD DIVERSITY POLICY**

**1. Purpose**

This Board Diversity Policy (“Policy”) aims to set out the approach to achieve diversity on the Company’s Board of Directors (“Board”).

**2. Policy Statement and Principles**

2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance board effectiveness and corporate governance and sees increasing diversity at the Board level as an essential element in supporting the attainment of its business objectives as well as its sustainable development.

2.2 The Board should have an appropriate range and balance of skills, experiences, independence and diversity of perspectives appropriate to the requirement of the Company’s business. In determining the composition of the Board, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, required expertise, skills, knowledge and length of service.

2.3 All Board appointments will be based on meritocracy, and candidates will be considered on merit and against objective criteria, having due regard for the benefits of diversity on the Board.

**3. Measurable Objectives**

3.1 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, required expertise, 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 will be disclosed in the Company’s Corporate Governance Report annually.

3.2 At the date of adoption of this Policy, the Board is aiming to ensure that the Board is made up of a reasonable and justifiable proportion of women, depending on the pool of female candidates with the necessary skills, knowledge, experience and expertise.

**4. Monitoring and Reporting**

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

**5. Review of this Policy**

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

**6. Disclosure of this Policy**

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 annual Corporate Governance Report.