

## **Board Diversity Policy**

Hongkong Land is committed to enhancing the diversity of the Board and believes a balance of skills, experience and diversity of perspectives relevant to the Company's business has positive impacts on the effectiveness of the Board and on the performance of the Company.

The Company believes that it is essential for the Board to represent the diverse communities in which we operate. This includes such factors as diversity of business expertise and experience, gender, age, ethnicity, nationality, cultural and educational background and length of service.

To achieve the Board's diversity goals, appointments to the board and the continuation of those appointments will be based on merit, having due regard for the benefits of diversity on the Board, so that each nominee serves effectively as a director.

In the director identification and selection process, diversity on the Board will influence succession planning and be a key criteria in identifying and nominating new candidates for election to the Board.

The Nominations Committee is responsible for implementing and reviewing the Board diversity policy, monitoring progress towards the achievement of its objectives and recommending any necessary changes that should be made to the policy.

This Policy is available on the Company's [website](#).