

# Hutchison Whampoa Limited



*(incorporated in Hong Kong with limited liability)*

**(Stock Code: 13)**

## **BOARD DIVERSITY POLICY**

### **I. OBJECTIVE**

This Policy aims to set out the approach to achieving diversity for the board of directors (the “Board”) of Hutchison Whampoa Limited (the “Company”).

### **II. POLICY STATEMENT**

The Company recognises the benefits of a Board that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the businesses of the Company.

The Company maintains that Board appointment should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, taking into account gender, age, professional experience and qualifications, cultural and educational background, and any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board.

The full Board of the Company is responsible for reviewing the structure, size and composition of the Board and the appointment of new directors of the Company from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of the Company, with due regard to the benefits of diversity on the Board. The Board as a whole is also responsible for reviewing the succession plan for the directors of the Company, in particular, the Chairman of the Board and the Group Managing Director.

### **III. REVIEW AND MONITORING**

The Board will review and monitor from time to time the implementation of this Policy to ensure its effectiveness and will at an appropriate time set measurable objectives for achieving Board diversity.

#### **IV. DISCLOSURE AND PUBLICATION**

A summary of this Policy and any measurable objectives which the Board has set for implementing this Policy, and progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Annual Report of the Company.

*August 2013*