



**CK ASSET HOLDINGS LIMITED**  
**長江實業集團有限公司**

(A limited liability Cayman Islands company registered and listed in Hong Kong)  
(Stock Code: 1113)

**BOARD DIVERSITY POLICY**

**I. Objective**

This Policy sets out the approach to achieving diversity on the board of directors (the “Directors”) of the Company (the “Board”).

**II. Policy Statement & Measurable Objectives**

The Company recognises the benefits of a Board that possesses a balance of skill set, experience, expertise and diversity of perspectives appropriate for the strategies of the Company. The Company believes that board diversity enhances decision-making capability and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.

The Company takes 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 a diversified Board.

Appointment to the Board is based on merit and attributes that the selected candidate will bring to the Board to complement and expand the competencies, experience and perspectives of the Board as a whole, taking into account the corporate strategy of the Company.

The full Board of the Company is responsible for reviewing the structure, size, diversity profile and skills matrix of the Board and the progress in achieving the diversity objectives of the Company. The Board as a whole is also responsible for the selection and appointment of Directors and the review of succession plan of Directors. To this end, the Board is mindful of having an appropriately structured recruitment, selection and training programme at appropriate levels so as to identify and prepare suitable talents for Board positions. In the discharge of such responsibilities, the Board will decide with reference to the report and at the recommendation of the Nomination Committee of the Company.

Shareholders are provided with detailed information of each candidate for appointment or re-election to the Board through announcements and circulars published prior to general meetings of the Company.

The composition and diversity profile of the Board is reported by the Company annually in its Corporate Governance Report.

### **III. Review and Monitoring**

The Board reviews from time to time this Policy and monitors its implementation to ensure its continued effectiveness.

### **IV. 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 Board has set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Company annually.

(January 2019)