



HUTCHISON PORT HOLDINGS TRUST

Board Diversity Policy

I. Objective

This Policy sets out the approach to achieving diversity on the board of directors ("Board") of the trustee-manager of Hutchison Port Holdings Trust ("Trustee-Manager").

II. Policy Statement & Measurable Objectives

The Trustee-Manager 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 Trustee-Manager. The Trustee-Manager 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 Trustee-Manager 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 Trustee-Manager.

The full Board of the Trustee-Manager 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 Trustee-Manager. The Board as a whole is also responsible for the selection and appointment of directors of the Trustee-Manager ("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.

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 Trust's website for public information.

A summary of this Policy and progress made towards implementing this Policy, including objectives, are disclosed in the annual report of Hutchison Port Holdings Trust annually.