



HUTCHISON PORT HOLDINGS TRUST

Board Diversity Policy

I. Objective

This Policy sets out the framework for promoting diversity on the board of directors ("Board") of Hutchison Port Holdings Management Pte. Limited ("Trustee-Manager"), the trustee-manager of Hutchison Port Holdings Trust ("HPHT"), a registered business trust listed on the Mainboard of Singapore Exchange Securities Trading Limited ("SGX-ST").

II. Policy Statement & Measurable Objectives

The Trustee-Manager recognises the importance and benefits of having a diverse Board that possesses a balance of skill set, experience, expertise and diversity of perspectives which are appropriate for implementing the strategies of the Trustee-Manager for the long-term success of HPHT and its unitholders as a whole. The Trustee-Manager believes that board diversity is an important attribute of a well-functioning and effective board as it enhances decision-making capability and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value for HPHT and its unitholders. The Trustee-Manager is therefore committed to promoting diversity on its Board.

The Trustee-Manager takes into consideration the benefits of various aspects of diversity, including gender, age, culture, ethnicity, education background, professional experience and other skills and experience and any other relevant aspects of diversity that may be relevant from time to time towards achieving a diversified Board with a balance and diversity of thought and background.

Appointment to the Board will be 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, having regard to the overall balance and effectiveness of the Board.

The Nominating Committee of the Trustee-Manager is responsible for reviewing and assessing the composition of the Board, taking into account the structure, size, diversity profile and skills matrix of the Board and the progress in achieving the diversity objectives of the Trustee-Manager. The Nominating Committee is also responsible for searching, evaluating, selecting and recommending suitable candidates to the Board for appointment as directors of the Trustee-Manager ("Directors") and the review of succession plan of Directors.

In the process of searching for qualified persons to serve on the Board, the Nominating Committee shall strive for the inclusion of diverse groups and viewpoints, although the final decision on selection of Directors will be based on merit against the objective criteria set and after giving due regard for the benefits of diversity on the Board.

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. Setting Objectives

The Nominating Committee will discuss and agree mutually the relevant measurable targets and objectives, the accompanying plans and times for achieving the targets to promote diversity on the Board, and make recommendations for consideration and approval by the Board.

IV. Review, Monitoring

The Nominating Committee will review this Policy from time to time and monitor its implementation to ensure its continued effectiveness. The review should also include recommendations for changes as appropriate to the Board.

V. Reporting

The Nominating Committee will report to the Board on the process it has used in relation to Board nominations and appointments, and objectives for promoting diversity as described in this Policy.

VI. Disclosure and Publication

This Policy is available on HPHT's website for public information.

A summary of this Policy and progress made towards implementing this Policy, including the following, will be disclosed in the annual report of HPHT annually in accordance with the Listing Manual of the SGX-ST:.

- (a) the Trustee-Manager's targets and measurable objectives for achieving diversity on the Board;
- (b) the Trustee-Manager's accompanying plans and timelines for achieving the targets;
- (c) the Trustee-Manager's progress towards achieving the targets and measurable objectives within the timelines; and
- (d) a description of how the combination of skills, talents, experience and diversity of its Directors serves the needs and plans of the Trustee-Manager.