



HKT TRUST

*(A TRUST CONSTITUTED ON 7 NOVEMBER 2011 UNDER THE LAWS OF HONG KONG AND MANAGED
BY HKT MANAGEMENT LIMITED)*

AND

HKT LIMITED

*(INCORPORATED IN THE CAYMAN ISLANDS WITH LIMITED LIABILITY)
(STOCK CODE: 6823)*

Workforce Diversity Policy

COPYRIGHT STATEMENT

All HKT Limited material, including publicly available website information, corporate policies and other documents, unless otherwise stated, is the property of PCCW-HKT DataCom Services Limited. These materials are protected by copyright and other intellectual property laws. Information received through HKT Limited documents or via HKT Group websites may be displayed, reformatted, and printed for your personal and non-commercial use only. You may not reproduce or retransmit the materials, in whole or in part, in any manner, without the prior written consent of HKT Limited.

TABLE OF CONTENTS

1. POLICY STATEMENT.....	1
2. APPROACH	2
3. COMPLIANCE WITH REGULATIONS.....	3
4. PROFESSIONAL DEVELOPMENT AND ADVANCEMENT	4
5. CONCLUSION.....	5

1. POLICY STATEMENT

HKT Limited (“HKT” or the “Company” together with its subsidiaries and controlled affiliates, the “Group”) recognises that diversity and inclusion are fundamental to its success and innovation of the Company. The Group is committed to fostering a workplace culture that values and empowers all employees, ensuring that their unique perspectives contribute to our collective growth. This Policy applies to all employees and stakeholders across the Group and its subsidiaries.

2. APPROACH

The Company embraces diversity in various dimensions, including but not limited to:

- **Race and Ethnicity**
- **Gender and Gender Identity**
- **Age**
- **Disability**
- **Sexual Orientation**
- **Cultural Background**
- **Professional Experience and Skills**

This diversity enriches our workplace and reflects the communities we serve. The Company adheres to non-discriminatory employment practices and actively promotes diversity and inclusion initiatives. We are dedicated to providing a work environment free from discrimination and harassment, where all employees are treated with dignity and respect.

Please also refer to the HKT Code of Conduct and HKT Corporate Social Responsibility Policy for more details.

3. COMPLIANCE WITH REGULATIONS

In accordance with the Hong Kong regulations, the Company commits to:

- **Diversity Policy Framework:** Establish a clear and comprehensive diversity policy that outlines our commitment to promoting diversity at all levels of the organisation.
- **Measurable Objectives:** Set measurable objectives for improving diversity within the workforce, including targets for gender representation and other underrepresented groups.
- **Board Diversity:** Ensure that the Board of Directors reflects diversity in its composition, including gender, age, and cultural background. The Company aims for at least one-third of the Board to comprise independent non-executive directors.
- **Recruitment Practices:** Implement fair recruitment practices that actively seek to include diverse candidates at all levels, ensuring a level playing field for all applicants.
- **Regular Reporting:** Regularly report on the effectiveness of diversity initiatives and progress towards achieving set objectives, including disclosures in the Company's annual reports as per HKEX requirements.

4. PROFESSIONAL DEVELOPMENT AND ADVANCEMENT

This Policy will be reviewed annually to ensure its relevance and effectiveness. The Company's Management Committee will monitor progress and recommend adjustments to the Board as necessary. The Company will also:

- **Annual Review:** Conduct an annual review of diversity metrics and initiatives to assess progress against objectives.
- **Stakeholder Engagement:** Engage with stakeholders, including employees, to gather feedback on diversity initiatives and areas for improvement.
- **Compliance Monitoring:** Ensure ongoing compliance with the HKEX requirements and make necessary adjustments to the Policy as regulations evolve.

5. CONCLUSION

The Company values the diverse perspectives of its workforce as essential to its mission and success. By fostering an inclusive environment, we aim to enhance our innovation, performance, and overall employee satisfaction. This commitment to diversity is not only a corporate responsibility but also a strategic advantage that drives our long-term growth and sustainability.