



HKT Trust

*(a trust constituted on 7 November 2011 under the laws of Hong Kong
and managed by HKT Management Limited in its capacity as the trustee-manager of the HKT Trust)*

and

HKT Limited

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 6823)

(collectively, "HKT")

BOARD DIVERSITY POLICY

**Revised and approved by the Boards of Directors of HKT Management Limited
and HKT Limited ("Company") on 22 February 2024**

Objective

1. The primary objective of the Board Diversity Policy (the "Policy") is to enhance the effectiveness of the respective Boards of Directors (the "Board(s)") of HKT Management Limited (the "Trustee-Manager", in its capacity as the trustee-manager of the HKT Trust) and HKT Limited and their corporate governance standard together with their respective subsidiaries (collectively, the "Group") through promoting and achieving diversity on the Boards.

Application

2. The Policy applies to the HKT Limited Board. Under the trust deed dated 7 November 2011 constituting the HKT Trust, the directors of the Trustee-Manager must be the same individuals who serve as the directors of HKT Limited. Accordingly, the Policy also applies to the Trustee-Manager Board. It does not apply to diversity in relation to employees of the Group.

Policy Statement

3. HKT recognises the importance of having a diverse team of Board members, which is an essential element in maintaining an effective Board. The Nomination Committee of HKT Limited (the "Committee") is delegated the authority (amongst other things) to review and assess the diversity of the Board, with the objective of maintaining an appropriate mix and balance of skills, knowledge, experience and diversity of perspectives on the Board which are appropriate to the requirements of HKT's business.
4. HKT is committed to maintaining board diversity that is free of harassment or discrimination on the basis of gender, physical or mental state, race, nationality, religion, age, family status or sexual orientation, or any other attribute recognised by the laws of the country in which HKT operates.
5. The Committee shall review and assess the structure, size, composition and the balance of skills, knowledge, experience and diversity of perspectives of the Board at least annually and to make recommendations on any proposed changes to the Board to complement the Company's corporate strategy. When reviewing the composition of the Board, the Committee shall consider the benefits of all aspects of diversity.
6. In identifying and selecting suitable candidates for recommendation to the Board, the Committee shall consider candidates based on merit against objective criteria and with due regard to the benefits of diversity on the Board, and the selection criteria as set out in HKT's Nomination Policy.

Measurable Objectives

7. Selection of candidates will be based on a range of diversity perspectives, as well as professional experience, skills and knowledge, and how the candidate would contribute to the diversity of the Board. The Committee shall develop measurable objectives for achieving diversity on the Board and recommend them to the Board for approval and adoption. At any given time the Committee may seek to improve one or more aspects of the diversity of the Board and monitor the progress on achieving those objectives.

Monitoring and Reporting

8. The Committee shall disclose annually in the corporate governance report of HKT's annual report a summary of the Policy, including any measurable objectives that have been set by the Board, and progress on achieving those objectives.

Review of the Policy

9. The Policy shall be reviewed when necessary, and can be revised by the Boards from time to time.