



PCCW LIMITED (THE “COMPANY”)

(Incorporated in Hong Kong with limited liability)

(Stock Code: 0008)

BOARD DIVERSITY POLICY

Revised and approved by the Board of Directors of the Company on 23 February 2024

Objective

1. The primary objective of the Board Diversity Policy (the “Policy”) is to enhance the effectiveness of the Board of Directors of the Company (the “Board”) and the corporate governance standard of the Company and its subsidiaries (the “Group”) through promoting and achieving diversity on the Board.

Application

2. The Policy applies to the Board. It does not apply to diversity in relation to employees of the Group.

Policy Statement

3. The Company 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 the Company (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 the Company’s business.
4. The Company 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 the Company 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 the Company’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 the Company’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 Board from time to time.