

## **HANG SENG BANK LIMITED**

### **BOARD DIVERSITY POLICY**

#### **Vision**

Building a diverse and inclusive culture is integral to the success of the Bank. Ethnicity, age and gender diversity, underpinned by meritocracy are areas of strategic focus for the employee base and the same principle is applied to the composition of our Board.

The Board considers that its diversity, including gender diversity, is a vital asset to the business.

#### **Board appointment and succession planning**

The Nomination Committee has responsibility for leading the process for Board appointments and for identifying and nominating, for approval by the Board, candidates for appointment to the Board. The benefits of diversity continue to influence succession planning.

#### **Measurable objectives**

Board appointments will be based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The Bank remains committed to meritocracy in the Boardroom, which requires a diverse and inclusive culture where Directors believe that their views are heard, their concerns are attended to and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated.

Selection of female candidates to join the Board will be, in part, dependent on the pool of female candidates with the necessary skills, knowledge and experience. The ultimate decision will be based on merit and contribution the chosen candidate will bring to the Board. The Board will make reference to international and local recommended best practices in such regard.

#### **Monitoring**

The Nomination Committee is responsible for monitoring the achievement of the measurable objectives set out in this policy.

May 2013