

**THE HONG KONG AND CHINA GAS COMPANY LIMITED**  
**(“Company”)**

**APPENDIX 13: BOARD DIVERSITY POLICY**

**1. Purpose**

- 1.1 This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (“Board”).

**2. Policy Statement**

- 2.1 The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against selection criteria, having regard for the benefits of diversity on the Board.

**3. Selection Criteria and Measurable Objectives**

- 3.1 Selection of candidates will be based on the Company’s Nomination Policy taking into account a range of diversity perspectives, which would include but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.
- 3.2 The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, according to the circumstances of the Company and taking into account the corporate strategy, business operations and specific needs of the Company. The Board should not be comprised of members of a single gender and targets to maintain at least one female representation. The Company would strive to deploy multiple channels to identify and approach suitable candidates, including referral from Directors, shareholders, management, advisors of the Company and external executive search firms as and when appropriate that would enhance its composition and diversity, with a view to expanding the competencies, experience and perspectives of the Board as a whole. The Board is committed to further enhancing gender diversity as and when suitable candidates are identified.

**4. Monitoring and Review of this Policy**

- 4.1 The Nomination Committee will monitor the implementation of this Policy.
- 4.2 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

## **5. Disclosure of this Policy**

- 5.1 A summary of this Policy and the measurable objectives which the Company has set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the annual Corporate Governance Report.

March 2025