

MTR Corporation Limited
(the “Company”)

Board Diversity Policy

The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor.

The Company continuously seeks to enhance the effectiveness of its Board and to maintain the highest standards of corporate governance and recognises and embraces the benefits of diversity in the boardroom. The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including but not limited to skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

The Company endeavours to ensure that its Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and in order for the Board to be effective.

The Company is committed to maintaining a Board with its majority made up of Independent Non-executive Directors, together with an appropriate level of female Members, which shall be no less than 20% with immediate effect and 25% by 2025.

Selection of candidates will be based on the Company’s [Nomination Policy](#) taking into account this Policy. Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its passengers, shareholders and other stakeholders going forward.

The Nominations Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this Policy.

The Nominations Committee will review the implementation of this Policy at least annually and make recommendations on any proposed changes to the Board for the Board’s review and approval to ensure its continued appropriateness and effectiveness. In addition, the Company will disclose details of this Policy, and any measurable objectives it has set for itself in this regard, in the Corporate Governance Report set out in its Annual Report.