

DIVERSITY POLICY

1. Introduction

This Diversity Policy (“Policy”) outlines Hutchison Telecommunications (Australia) Limited’s (“HTAL”) commitment to encouraging and promoting diversity and facilitates a culture which encourages diversity. The Board is committed to diversity and understands the corporate benefit of diversity, particularly to maximise talent and achieve corporate goals. As HTAL does not currently have an employee base, this Policy sets out the Board’s commitment to diversity in the workforce that will be applied at the appropriate time in the future.

Although this Policy is not applicable to companies in which HTAL has less than a controlling interest, the management of those other companies will be made aware of this Policy by the Company Secretary.

2. What is Diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity is about the commitment to equality and treating all individuals with respect.

Each workforce is made up of many different individuals with unique skills, values, backgrounds and experiences. HTAL values diversity and recognises the organisational strength, problem solving ability and innovative approach that diversity brings. In order to attract and retain a diverse workforce and customer base HTAL is committed to providing an environment in which all employees are treated with fairness, respect and have equal access to opportunities available at work.

Diversity contributes to the achievement of corporate objectives and enhances the attractiveness of a company to people with the best skills and attributes to develop a workforce whose diversity reflects that of the Australian population.

3. Board Diversity

This Policy sets out the approach to achieving diversity for the Board of Directors.

HTAL recognises the benefits of a Board that possesses a balance of skills, experience, expertise and diversity (including gender) of perspectives appropriate to the requirements of the businesses of HTAL.

HTAL maintains that Board appointment should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, taking into account gender, age, professional experience and qualifications, cultural and educational background, and any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board.

On the recommendation of the Governance, Nomination & Compensation Committee (“GNC Committee”) of the Board, the full Board of HTAL is responsible for reviewing the structure, size and composition of the Board and the appointment of new directors from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of the HTAL, with due regard to the benefits of diversity on the Board. The Board as a whole is also responsible for the succession plan for the directors of HTAL.

In assessing candidates the GNC Committee will have regard to the diversity balance on the Board and the skills and experience of each candidate. The Board will give due consideration to ensuring that the diversity of the Board increases.

The Board or a committee of the Board will review and monitor from time to time the implementation of this Policy to ensure its effectiveness and will, at an appropriate time, set measurable objectives for achieving gender diversity in the composition of the Board, senior executives and workforce generally.