BOC Hong Kong (Holdings) Limited

(the "Company")

Board Diversity Policy

Purposes

This policy aims to set out the approach to achieve diversity on the Company's Board of Directors (the "Board").

Applicability

This policy is applicable to the Board of the Company.

Policy and Principles

Main Principles

1. The Company regards increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives, as well as its sustainable and balanced development.
2. 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, geographical location, professional experience, skills, knowledge, track records, any applicable regulatory requirements and any other factor that the Board may consider relevant and applicable from time to time.
3. All Board appointments are made on merit, in the context of the competencies, skills and experience the Board as a whole required. The aforementioned board diversity elements shall also be considered.
4. In the meanwhile, this policy should be implemented in conjunction with the "Succession Policy for Directors" and "Procedures for the Nomination and Appointment of Independent Non-executive Directors" of the Company. The reasonable composition of the Board as well as the balance of its competencies, skills and relevant experience should be fully considered during the selection of new board members.

Measurable Objectives

1. Selection of candidates shall be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, geographical location, professional experience, skills, knowledge and track records, etc, to ensure an appropriate proportion of directors in the aforementioned areas and to ensure that the Board and the Nomination and Remuneration Committee shall not only consist of single gender. The ultimate decision will be based on merit and contribution that the selected

candidates will bring to the Board and also the needs of the Board without focusing on a single diversity aspect.

2. The Board can at anytime seek for improvement in either aspect(s) of diversity and evaluate its progress.

Monitoring and Reporting

This policy or a summary of this policy, which shall include information such as any measurable objectives that have been set for promotion of gender diversity on the Board and the review results of the implementation on its board diversity policy through the year (including progress on achieving those objectives and how its conclusion has been arrived), will be disclosed in the Corporate Governance Report of the Company's Annual Report.

If the Company is unable at any time to meet the requirement to have directors of different genders on the board, it must immediately publish an announcement containing the relevant details and reasons. The Company must use all reasonable endeavours to appoint appropriate member(s) to the Board to meet such requirement on a timely basis, and in any case within three months after being unable to meet such requirement.

Management Framework and Job Allocation

1. The Nomination and Remuneration Committee is responsible for reviewing and executing the plan / report of the Board Diversity Policy and making relevant recommendation to the Board. When nominating the board member, the Nomination and Remuneration Committee or the Search Committee which is established with the approval from the Board shall identify the key requirements for the new candidate(s) sought and objective criteria for selection with adherence to the principles of board diversity as stated in this policy. The Nomination and Remuneration Committee or the Search Committee (as the case may be) shall consider candidates from a wide variety of backgrounds, identify and nominate potential candidate.
2. When deciding the appointment of board members, the Board shall adhere to the principles of board diversity as stated in this policy.