

Signature (with Company Chop if the response represents company view)

## **Part B Consultation Questions**

Please indicate your preference by checking the appropriate boxes. Please reply to the questions below on the proposed change discussed in the Consultation Paper downloadable from the HKEx website at: <http://www.hkex.com.hk/eng/newsconsul/mktconsul/Documents/cp201209q.doc>.

Where there is insufficient space provided for your comments, please attach additional pages.

1. Do you agree that the Exchange should promote board diversity?

Yes

No

Please give reasons for your views.

*A Board should reflect the diversity of staff, customers and shareholders.*

2. If your answer to Q.1 is "yes", do you agree that our Corporate Governance Code and Corporate Governance Report is the appropriate place for the new measures on board diversity?

Yes

No

Please give reasons for your views.

*Quotas are not the right approach for Hong Kong.  
The corporate governance approach has worked well in Australia and should hopefully work well in Hong Kong.*

3. Do you agree with our proposal to introduce CP A.5.6 (*the nomination committee or the board should have a policy concerning diversity of board members, and should disclose the policy or a summary of the policy in the corporate governance report*)? Please give reasons for your views.

Yes

No

Please give reasons for your views.

***Accountability and transparency are key from a governance perspective. Many companies in the US, Australia and Europe are ahead of Hong Kong in this regard.***

4. Do you agree (i) with our proposal to introduce a note under CP A.5.6 to clarify what we mean by diversity; and (ii) with the content of the note? Please give reasons for your views.

(i)

Yes

No

(ii)

Yes

No

Please give reasons for your views.

***The definition of diversity should be left open for each company to define but prompts of different types of diversity which might be considered by each company (if they so choose) can be listed and should also include race, sexual orientation and disability 9in addition to those listed in the note).***

5. Do you agree with our proposal to introduce a new mandatory disclosure provision in the Code stating that if the issuer has a policy concerning diversity, it should disclose details of the board's policy or a summary of the policy on board diversity, including any measurable objectives that it has set for implementing the policy, and progress on achieving the objectives? Please give reasons for your views.

Yes

No

Please give reasons for your views.

***Improved Governance.  
Transparency and accountability.  
Helps prepare HK-listed companies for UN Global Compact participation, should they so choose.  
Global competitive edge by anticipating increased global ESG (Environmental Social Governance) focus and requirements.  
Relevant to, and consistent with, Dodd Frank s342 diversity requirements in the US.***

6. Which of the following would you prefer as the implementation date of the amendments set out in this paper?

- 1 January 2013
- 1 April 2013
- 1 June 2013
- 1 September 2013
- Other, please specify and give reasons.

***12 months from the date on which the amendment is announced to enable a thoughtful approach to get this right and to allow for discussion and training.***

- End -