



PCCW LIMITED

(INCORPORATED IN HONG KONG WITH LIMITED LIABILITY) (STOCK CODE: 0008)

Workforce Diversity Policy

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1. POLICY STATEMENT

PCCW Limited (“PCCW” or the “Company” together with its subsidiaries and controlled affiliates, the “Group”) recognises that diversity and inclusion are fundamental to its success and innovation of the Company. The Group is committed to fostering a workplace culture that values and empowers all employees, ensuring that their unique perspectives contribute to our collective growth. This Policy applies to all employees and stakeholders across the Group and its subsidiaries.

2. APPROACH

The Company embraces diversity in various dimensions, including but not limited to:

- **Race and Ethnicity**
- **Gender and Gender Identity**
- **Age**
- **Disability**
- **Sexual Orientation**
- **Cultural Background**
- **Professional Experience and Skills**

This diversity enriches our workplace and reflects the communities we serve. The Company adheres to non-discriminatory employment practices and actively promotes diversity and inclusion initiatives. We are dedicated to providing a work environment free from discrimination and harassment, where all employees are treated with dignity and respect.

Please also refer to the PCCW Code of Conduct and PCCW Corporate Social Responsibility Policy for more details.

3. COMPLIANCE WITH REGULATIONS

In accordance with the Hong Kong regulations, the Company commits to:

- **Diversity Policy Framework:** Establish a clear and comprehensive diversity policy that outlines our commitment to promoting diversity at all levels of the organisation.
- **Measurable Objectives:** Set measurable objectives for improving diversity within the workforce, including targets for gender representation and other underrepresented groups.
- **Board Diversity:** Ensure that the Board of Directors reflects diversity in its composition, including gender, age, and cultural background. The Company aims for at least one-third of the Board to comprise independent non-executive directors.
- **Recruitment Practices:** Implement fair recruitment practices that actively seek to include diverse candidates at all levels, ensuring a level playing field for all applicants.
- **Regular Reporting:** Regularly report on the effectiveness of diversity initiatives and progress towards achieving set objectives, including disclosures in the Company's annual reports as per HKEX requirements.

4. PROFESSIONAL DEVELOPMENT AND ADVANCEMENT

This Policy will be reviewed annually to ensure its relevance and effectiveness. The Company's Management Committee will monitor progress and recommend adjustments to the Board as necessary. The Company will also:

- **Annual Review:** Conduct an annual review of diversity metrics and initiatives to assess progress against objectives.
- **Stakeholder Engagement:** Engage with stakeholders, including employees, to gather feedback on diversity initiatives and areas for improvement.
- **Compliance Monitoring:** Ensure ongoing compliance with the HKEX requirements and make necessary adjustments to the Policy as regulations evolve.

5. CONCLUSION

The Company values the diverse perspectives of its workforce as essential to its mission and success. By fostering an inclusive environment, we aim to enhance our innovation, performance, and overall employee satisfaction. This commitment to diversity is not only a corporate responsibility but also a strategic advantage that drives our long-term growth and sustainability.