

## HONG KONG EXCHANGES AND CLEARING LIMITED (“HKEX”) CORPORATE SOCIAL RESPONSIBILITY (“CSR”) POLICY

At HKEX, we understand that our social responsibilities go beyond our status as just an exchange group – our issuers, business partners and the wider community look to us to lead the way and set an example. As we work to *promote and progress our financial markets and the communities they support*; we are always looking for new ways to reinforce our commitment to be an active and responsible leader. We focus on sustainable development, and the promotion of responsible practices across three CSR pillars: **Our Markets, Our People, Our Operations**, specifically:

- reinforcing **strong governance** as a key driver of business success; and
- placing the highest value on **diversity** across our marketplace, workplace and the communities in which we operate.

CSR is viewed as a business philosophy that creates sustainable value for our stakeholders by embracing opportunities and managing risks deriving from economic, environmental and social developments. This Policy defines our long-term approach to specific issues in the three CSR pillars which is instrumental in enabling our business to operate in a sustainable manner.

### **Our Markets**

As the global markets leader in the Asian timezone, we are aware of the vital role that we play in supporting and enabling the sustainable development of financial markets and society as a whole. We seek to reinforce our commitments to Our Markets through:

- promoting a culture of strong corporate governance and environmental, social and governance (“ESG”) management ourselves, and amongst our listed issuers in order to improve the overall quality of our markets;
- promoting and enhancing the governance and transparency of ESG behaviours and reporting to improve risk management processes and facilitates informed investor decision-making;
- advancing low-carbon and responsible investing by facilitating the provision and adoption of socially and/or environmentally responsible products in the market; and
- facilitating the growth of Hong Kong’s business ecosystem, as well as global markets, with a specific focus on the financial technology and biotechnology sectors.

### **Our People**

We know that a business which treats all its employees and stakeholders honestly, fairly and with respect is more likely to succeed than one that does not. And at HKEX, we cultivate a healthy, diverse and inclusive culture where everyone can fulfill his or her potential. We seek to reinforce our commitments to Our People through:

- investing in the career and personal development of our people by offering a range of comprehensive benefits and training to ensure the physical, mental and financial wellness of our employees and their families;
- embracing diversity and equality in all guises; helping to foster an inclusive culture in our workplace and the wider community;
- utilising our own expertise and resources to champion financial literacy in the community, believing that education underpins the long-term health of society; and
- giving back to the community to help address social and environmental challenges it faces, with a focus on fostering social diversity and inclusion, supporting the underprivileged, and addressing climate change and sustainability.

## **Our Operations**

We seek to adopt responsible business practices which take into consideration social and environmental needs and demonstrate the business case for sustainability. We reinforce our commitments within Our Operations through:

- upholding the highest standard of ethics and integrity in all that we do. In particular reinforcing our corporate values of Integrity, Diversity, Excellence, Collaboration and Engagement;
- responsibly managing the environmental impact of our operations, with a focus on reducing carbon emissions, saving energy and paper consumptions, and recycling wastes;
- maintaining a responsible and ethical supply chain to promote better business and a better society; and
- communicating our CSR commitment and progress through transparent and relevant reporting.

This Policy is communicated to our stakeholders, including but not limited to our employees, shareholders, suppliers, business partners and customers, and made available to the public, in particular the investing public.

We are committed to the continual development of this Policy and its integration into our operations.