



Poly Property Group Co., Limited

保利置業集團有限公司

(Incorporated in Hong Kong with limited liability)

(Stock Code: 00119)

WORKFORCE DIVERSITY POLICY

Purpose and Vision

1. Poly Property Group Co., Limited (the “Company”) is committed to enhancing corporate governance, innovation capabilities, and sustainable development by promoting diversity and inclusion among all employees, including senior management. The aim of this Policy is to:
2.
 - (a) Create a diverse and inclusive work environment where employees enjoy equal opportunities in recruitment, promotion, compensation, and training;
 - (b) Support the achievement of the company's strategic goals and long-term competitiveness through a diverse talent strategy.
3. The Company believes that diversity is a core driver of innovation, improved decision-making quality, and enhanced social responsibility. We are committed to providing equal opportunities to employees of different genders, ages, cultural backgrounds, and other characteristics protected by applicable laws, and to fostering an inclusive, respectful, and fair corporate culture.

Scope of Application

4. This policy applies to the Company and its subsidiaries.
5. The Company encourages joint ventures and associated companies to adopt similar policies.

Principles and Commitments of Diversity

6. Equality and Inclusion

- (a) All employment decisions (including recruitment, compensation, promotion, and training) are based on employees' abilities, performance, and potential, without any form of bias or discrimination;
- (b) Respect the diversity of employees, including but not limited to gender, age, race, and cultural background.

7. Zero-Tolerance Policy

Discrimination, harassment, defamation, or violence in the workplace or work-related scenarios are strictly prohibited. Any confirmed incidents will be dealt with in accordance with the law and regulations.

8. Management Responsibility

Senior management must lead by example, promote the implementation of a diverse culture, and ensure the diversity and fairness of team members.

Measurable Goals

- 9. The Company is committed to maintaining the current proportion of female employees (including management) at 40%.

Regular Review and Update

- 10. This policy has been approved by the Board of Directors. The Nomination Committee will review the implementation and effectiveness of this policy every three years. Any future revisions must be recommended by the Nomination Committee and approved by the Board of Directors.

Supplementary Provisions

- 11. The Human Resources Management Center of Poly Property Group has the final interpretation of this policy.
- 12. This policy comes into effect from the date of issuance.

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