



Yuexiu Property Co., Ltd. Workforce Diversity Policy

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Purpose

The purpose of this policy is to set out the approach adopted by the Company (together with its subsidiaries, the “Group”) to achieve diversity amongst its workforce.

Vision

The Company recognises and firmly believes that achieving workforce diversity and an inclusive culture is of paramount importance to the Company’s sustainable growth and operational efficiency and can enhance the performance of the Group.

Scope

This policy applies to the Company and its subsidiaries. Associates and joint ventures are also encouraged to adopt similar principles.

Diversity and Inclusion

1. The Company adheres to the core talent management principle of fairness, impartiality and equal treatment. It firmly opposes and prohibits all forms of employment discrimination. Throughout the entire talent management process, including recruitment, onboarding, training, promotion and rewards, discriminatory behaviours and differential treatment based on any irrelevant factors such as employees’ gender, age, race, colour, nationality, and place of origin are strictly prohibited. The Company adopts a zero-tolerance policy towards all forms of discrimination, harassment and bullying in the workplace.
2. The Company comprehensively takes into account diverse attributes such as employees’ gender, cultural background, and professional experience. It actively expands recruitment channels to provide equal employment opportunities for talents from different ethnic groups and regions. The Company strictly adheres to the principle of equal pay for equal work regardless of gender. By recruiting talents from all walks of life and embracing inclusiveness, the Company strives to build a structurally diverse and multi-layered talent pool, providing strong intellectual support and innovative impetus for the Group’s high-quality and sustainable development.
3. The Company closely aligns with business development needs, advances the construction of a multi-tiered and categorised talent development system that deeply meets the relevant requirements of sustainable talent development. Through diversified initiatives, the Company empowers talent growth and strengthens its talent pipelines, providing solid talent support for the Group’s sustainable development.

4. The Company continuously provides a broad platform for career development for talents across various sectors through business expansion and strategic positioning. The Company attaches great importance to employees' professional growth and the realisation of their value. By integrating training resources and ensuring clear pathways for promotion, the Company supports employees in achieving personal development whilst contributing to corporate objectives.
5. The Company pays close attention to the rights, interests and welfare of female employees, gives full play to the role of the female employees' committee, and enhances the quality of services for female employees.
6. The Company attaches great importance to communication and engagement with employees, fully respecting employees' freedom and rights to lawful association, and focuses on facilitating internal communication channels and standardising internal grievance handling procedure

Measurable Objectives

1. In respect of its workforce, the Company is committed to upholding diversity of gender, background, skills and experience among all employees, maintaining an appropriate number of female employees, and ensuring that female employees are appointed to representative management positions. The Board or the nomination committee of the Board (the "Nomination Committee") may from time to time establish measurable objectives (including, where appropriate, target numbers and timelines) for achieving diversity in the workforce, including senior management. In establishing such objectives, the Company will take into account various mitigating factors or circumstances, such as the nature of the industry and the availability of talent resources.
2. The Company will conduct an annual review of the workforce diversity policy, and discuss and consider the measurable objectives set for implementing this policy and the progress made towards achieving those objectives (in particular, the targets for achieving gender diversity). The Nomination Committee will also conduct periodic reviews to identify any gender pay gaps and to ensure equal pay for equal work.

Monitoring and Reporting

The Nomination Committee is responsible for monitoring the implementation of this policy. The Group will collect and compile employee statistical data (including gender ratio, age groups and employment types) to facilitate monitoring and reporting.

Approval and Review of this Policy

This policy has been approved by the Board. The Nomination Committee will regularly review and assess the implementation and effectiveness of this policy to ensure that it remains effective. The Nomination Committee will discuss any amendments that may be necessary and will recommend such amendments to the Board for its approval.

Disclosure of this Policy

A summary of this policy, together with the measurable objectives set for implementing this policy and the progress made towards achieving such objectives, will be disclosed in the Corporate Governance Report annually.

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