Yuexiu Property Co., Ltd.
Board Diversity Policy

Second Edition: August 2026

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Purpose

The purpose of this policy is to set out the approach adopted by the board of directors of the Company (the "Board") to achieve diversity on the Board.

Vision

The Company recognises and firmly believes that diversity on the Board is of great benefit in enhancing the quality of the Company's performance.

Policy Statement

1. With a view to achieving sustainable and balanced development, the Company regards increasing diversity at the Board level as a key element in supporting the attainment of its strategic objectives and maintaining sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard to the benefits of diversity on the Board.
2. In designing the composition of the Board, the Company will take into account diversity on the Board from a variety of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience and qualifications, skills, regional and industry experience, knowledge, length of service, and such other factors as the Board may consider relevant and applicable from time to time, in assessing the skills, experience and diverse perspectives that the candidates would bring to the Board, as well as their contributions to the Board.

Measurable Objectives

1. The Company's selection of Board members is based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience and qualifications, skills, regional and industry experience, knowledge, length of service, and such other factors as the Board may consider relevant and applicable from time to time. The ultimate decision is made based on the merit and contribution that the candidate would bring to the Board. The composition of the Board (including gender, age and length of service, etc.) will be disclosed annually in the Corporate Governance Report contained in the Company's annual report.

2. To promote diversity at the Board level, the Board will:

   a subject to the qualifications of the candidates and the requirements of the Company, seek opportunities to progressively increase the female representation on the Board, and strive to achieve and maintain female representation of not less than 16% on the Board. This target does not represent a "ceiling" as the Company will continue to look for opportunities to appoint additional female director(s);

   b regularly review the composition of the Board committees and endeavour to achieve diversity across each committee. The Board will ensure that the nomination committee of the Board (the "Nomination Committee") has at least one director of a different gender; and

   c establish other measurable objectives in due course, having due regard to various relevant factors.

3. The Company will establish and develop channels to promote gender diversity on the Board through the following means:

   a encouraging referrals from existing directors and liaising with independent human resources agencies to proactively identify female director candidates with a broad range of skills, experience and knowledge in different fields for the Nomination Committee to consider nominating as director candidates;

   b ensuring gender diversity in the recruitment of employees for senior positions, so as to develop a pipeline of female senior management and female director candidates for the Company; and

   c identifying female employees from middle and senior management levels who possess the experience, skills and knowledge required for the Company's operations and business, and providing them with comprehensive training, including but not limited to business operations, management, accounting and finance, legal and compliance, for the Nomination Committee to consider nominating as director candidates.

Monitoring and Reporting

The Company will annually disclose in the Corporate Governance Report contained in its annual report the Board's composition in terms of diversity, the measures taken by the Company to achieve gender diversity, and the results of the Company's review on the implementation of this policy, and will monitor the implementation of this policy.

Approval and Review of this Policy

This policy has been approved by the Board. The Nomination Committee will regularly review this policy 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 any 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.