



瑞安房地產  
SHUI ON LAND

## **Shui On Land Limited**

### **瑞安房地產有限公司\***

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock code: 272)**

## **Diversity and Inclusion Policy**

### **Purpose**

Shui On Land Limited (the “Company” or “Shui On Land”) is committed to creating a working environment that values diversity, equity, and inclusion; and a supportive workplace free of discrimination, intimidation or violence based on an individual’s disability, medical condition, ethnicity, colour, gender, sexual orientation, religion, nationality, age, marital status, political affiliation or beliefs.

### **Scope of Application**

This policy shall apply to the property development and commercial asset management of the Company.

### **The Policy**

Shui On Land is committed to:

- promoting an environment where all employees are comfortable to work;
- promoting an inclusive and encouraging corporate culture;
- providing employee training on diversity and inclusion;
- providing equality in pay (via payment within a reasonable range for relevant staff grading) to employees who perform the same functionality regardless of their age and gender;
- providing employees with equal opportunities in accordance with local legislation where it operates, and adopting best practices; and
- monitoring diversity of the Company.

*December 2023*

### **Monitoring and Regular Review of Policy**

The Sustainable Development Executive Committee of Shui On Land shall monitor and review the policy according to legislative changes and the emergence of best practices. If necessary, the Sustainable Development Executive Committee shall review and revise this policy, once every three years.