



嘉里建設有限公司

KERRY PROPERTIES LIMITED

(Incorporated in Bermuda with limited liability)

Workforce Diversity Policy

1. Policy Statement

- 1.1. Kerry Properties Limited and its subsidiaries (the “**Group**”) is committed to establishing and fostering a diverse and inclusive workplace for our staff. We are also fully committed to providing an inclusive and supportive work environment where everyone feels valued, respected, and empowered to contribute their unique skills, experience and perspectives.
- 1.2. Our commitment to maintaining a diverse and inclusive workforce is reflected in our business practices such as talent acquisition and development, compensation and benefits, retention of employee and succession planning, as well as social and employment engagement programs.
- 1.3. This Workforce Diversity Policy (the “**Policy**”) applies to all employees of the Group and is designed to outline our approach and commitment to diversity and inclusion at the Group.

2. Approach

- 2.1. The Group strives to create an inclusive culture where everyone feels valued, respected and empowered to contribute their unique perspectives and talents. We provide ongoing training, support, and resources to ensure that every voice is heard, and every individual can reach their full potential.
- 2.2. We embrace workforce diversity, recognizing that these differences enhance our team dynamics and are essential to our sustainable success. Our dedication to diversity and inclusion extends beyond hiring; we strive to cultivate an environment where all employees can thrive.

3. Commitment

3.1. The Group is committed to: -

- (a) Embracing workforce diversity including but not limited to gender, sexual orientation, gender identity, age, physical and mental disability, family status, marital status, ethnic origin, race, religious belief and political affiliation. This list of grounds and characteristics is not exhaustive and is deemed to include any other grounds or characteristics protected by law from time to time;
- (b) Valuing diversity of perspective - leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders;
- (c) Building a flexible organisation - providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages;
- (d) Respecting stakeholder diversity - developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers; and
- (e) Regularly monitoring and reviewing the diversity balance to ensure that the Group fulfils and progresses towards its goals of fostering an inclusive work environment that values and respects individual differences.

4. Approval and Review of the Policy

4.1. The Policy has been approved by the Board, and will be reviewed and amended from time to time to ensure its relevance and effectiveness.

(Adopted on 23 May 2025)