

GUANGDONG INVESTMENT LIMITED

EMPLOYEES DIVERSITY AND EMPLOYMENT PROTECTION POLICY

Guangdong Investment Limited (herein after “GDI”, the “Company” and “we”) recruits and manages employees based on the principles of meritocracy and equal opportunity, and is committed to eliminate discrimination and prejudice. The Company establishes its Employees Diversity and Employment Protection Policy in accordance with relevant laws and regulations and in line with the Company’s relevant policies.

Subsidiaries of Guangdong Investment Limited shall implement this policy based on their respective business conditions. We also encourage our associates, joint ventures and suppliers to follow this policy.

We are committed to the followings:

- respect each employee and value his/her involvement in our business operations, aiming to create a cooperative and supportive working environment for all our employees regardless of their age, gender, relationships, marital status, family backgrounds, disability, race, ethnicity, nationality or religions;
- prohibiting child labour;
- ensure that work hours, holidays, remuneration and benefits are in full compliance with relevant laws, regulations and standards at its business locations, and prohibit forced labour;
- set out competitive remuneration policy that is in line with our business objectives and performance . Staff salary, which consists of fixed salary, incentives, insurance and welfare, is determined based on the employee’s qualification, work experience, job responsibilities, performance and local market conditions to ensure equal remuneration for equal work;
- recruit employees in accordance with the principles of “the right person for the right job” and equal opportunities. We recruit from the market, paying attention to the matching of talents’ knowledge, skills, experience and personality to the job responsibilities and characteristics. We ensure the openness of recruitment information and fairness of the process;
- encourage employees to learn and upgrade themselves in their spare time. Professional trainings will be organized in a targeted manner according to the company's business development and work needs in order to continuously improve the overall quality of employees and promote employee’s growth;
- strictly abide by legislation concerning occupational health and safety, providing our employees with a healthy and safe workplace. We will also conduct regular health and safety education and trainings to enhance employees' health and safety awareness.
- provide employees with free health check every year, and take out employer liability, medical and life insurance for employees to ensure their physical and mental health;

- establish internal whistle-blowing channel to handle report and complaints on all kinds of major behavioral incident.

The company's Environmental, Social and Governance Committee will be responsible for monitoring and reviewing our employee diversity and employment protection management performance, report to the Board of Directors on a regular basis and review on this policy.

**This policy has come into effect since 26 March 2021 and amended with effect from 26 October 2023 and 28 August 2024.*