

GUANGDONG INVESTMENT LIMITED

EMPLOYEES DIVERSITY AND EMPLOYMENT PROTECTION POLICY

Guangdong Investment Limited (hereinafter referred to as “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. This policy is formulated with reference to internationally recognised standards, including the United Nations Global Compact Principles and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, as well as the internal policies of Guangdong Investment Limited. It sets forth our commitments to workforce diversity and employment protection.

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, encouraging employees to be diligent and dedicated, to innovate and forge ahead, and to strive for excellence;
- prohibit any form of harassment, including mobbing, bullying, and sexual harassment, among others. All employees who believe they have been subjected to discrimination or harassment shall immediately report the relevant circumstances through our reporting procedures. Once an investigation confirms that the relevant allegations are substantiated, the violator shall be required to take corrective actions, be subject to disciplinary measures, and bear legal liability;
- prohibit the employment of child labour or forced labour in any form, including any form of human trafficking;
- ensure that work hours, holidays, remuneration and benefits are in full compliance with relevant laws, regulations and standards at its business locations;
- strictly comply with the legal requirements of local laws regarding reasonable working hours and overtime management, dynamically monitor employee working hours, and strive to avoid excessive overtime labour;
- provide employees with various types of paid leave benefits, including sick leave, maternity leave, and annual leave;
- while ensure that employees’ basic compensations are sufficient to meet the basic living needs, 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 organised 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;
- respect employees’ freedom of association and, where permitted by applicable local laws, support their participation in social groups and organisations;
- strictly comply with local employment-related regulations in each operational location, including but not limited to providing employees with the minimum notice period prior to implementing mass layoffs or terminations;
- 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 behavioural 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 2026.*