



# WHARF

*Established 1886*

**WHARF REAL ESTATE INVESTMENT COMPANY LIMITED**

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

Stock Code: 1997

## **WORKFORCE DIVERSITY POLICY**

## **Workforce Diversity Policy (the “Policy”)**

### **1. Policy Statement**

We acknowledge that a diverse workforce comprising of individuals with varied backgrounds, perspectives, and experiences would drive innovation, enhance the breadth and depth of decisions, and serve our diverse clients and communities more roundly.

As such, we are committed to fostering a diverse, inclusive, and equitable workplace through good practices in management decisions, employment related policies and practices, and remuneration and compensation practices with regular reviews to ensure their effectiveness and full compliance with equal opportunities legislation and other applicable laws and regulations.

### **2. Scope**

This Policy applies to all employees of the Group, at all levels and in all business and corporate units.

### **3. Objectives and Measurable Targets**

Gender is a conspicuous albeit not necessarily most significant area for diversity. The Group has established the following measurable objectives, which will be reviewed annually, to promote gender diversity, recognising the specific context of our local operations.

#### **A. Gender Diversity in Senior Management:**

- **Objective:** To maintain as much gender balance in leadership as practicable, given a gender-neutral policy and the relatively small number of senior management positions.
- **Target:** To achieve a gender balance in Senior Management<sup>1</sup> of +/- 25 percentage points from 50/50 within the next three (3) years.

#### **B. Gender Diversity Across the Workforce:**

- **Objective:** To ensure fair opportunity for all employees regardless of gender.
- **Target:** To maintain a gender balance in the overall workforce (excluding Senior Management) of +/- 10 percentage points from 50/50.

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<sup>1</sup> “Senior Management” refers to the same persons as in annual report that is required for disclosure under the Corporate Governance Code as set out in Appendix C1 of the Rules Governing of the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”)

#### 4. Measures and Strategies for Implementation

To achieve these objectives, the Group will implement the following practical measures:

- **Fair Recruitment:** To hire and promote based on merit, neutral of gender, and job-related criteria.
- **Workplace Support:** To provide work arrangements where operationally feasible to support employees of both genders.
- **Compliance and Review:** To monitor gender representation as part of our annual HR review to track progress against the stated objectives.

#### 5. Annual Review and Disclosure

Annual review of this Policy's implementation will be conducted. The review will assess progress against the stated objectives and evaluate the effectiveness of the measures adopted. Results, including progress towards the objectives and the current gender ratios, will be disclosed in the annual report in compliance with the Corporate Governance Code of the Listing Rules.

#### 6. Mitigating Factors and Context

The Group operates in the real estate sector, leisure and hospitality sector and transportation sector. Due to the nature of respective businesses, some subsidiaries and/or business units have historically had lower gender diversity, particularly in technical, property operation and management roles, as well as ferry crews. The Group recognises these challenges and is committed to making progressive changes in respective specific operation context.

#### Note

This Policy will be reviewed and updated from time to time to ensure its relevance and effectiveness. The latest version of this Policy is posted on the Group's website.

In the event of any inconsistency or conflict between the English and the Chinese version of this Policy, the English version shall prevail.