

## Extract of Anti-Discrimination Policy

Sun Hung Kai & Co. Limited and its subsidiaries (collectively the “Group”) are committed to maintaining a work environment that is free of unlawful discrimination and harassment. The Group expressly prohibits and will not tolerate, condone, or allow any form of unlawful discrimination and harassment by and against its employees, and its job applicants.

The Group will comply with the anti-discrimination legislation and endeavour to follow the recommendations in the codes of practice on employment issued by the Equal Opportunities Commission (EOC) under the anti-discrimination legislation.

The Anti-Discrimination Policy (the “**Policy**”) prohibits any form of direct & indirect discrimination, harassment (disability, Sexual, racial), victimization, or vilification based on a person’s sex, age, marital status, pregnancy or family status, race, color, descent, national origin or ethnic origin, or disability and the discrimination of their associates.

The Group will make reasonable accommodations for persons with disabilities and encourages employees to report any unlawful discrimination, harassment, victimization, or vilification.

Managers and employees have responsibilities with respect to this Policy, and the Group will take appropriate remedial action if unlawful discrimination occurs. No retaliation against any employee for reporting such incidents is permitted, and employees who experience or witness any retaliatory conduct are encouraged to report the matter.

If an employee is found to have violated this Policy, such employee may be subject to disciplinary action up to and including immediate termination of employment.

*(This is an extract of the Policy and if there is any inconsistency and ambiguity between the English version and the Chinese version, the English version shall prevail.)*