

Poly Property Services Co., Ltd.

Policy on Diversity of Board Members and Employees

Chapter 1 Purpose

Article 1 This policy aims to set out the approach and policies adopted by Poly Property Services Co., Ltd. (hereinafter referred to as the “**Company**”) to achieve diversity among members of the board of directors (hereinafter referred to as the “**Board**”) and its employees.

Chapter 2 Policy Statement

Article 2 To achieve sustainable and balanced development, the Company regards the increasing diversity at the Board and employee levels as a key element in supporting the achievement of its strategic goals and maintaining sustainable development.

Article 3 In determining the composition of the Board, the Company will consider diversity of Board members from multiple perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional qualifications, industry experience, skills, knowledge, diverse insights and perspectives, length of service, and the contributions they can make to the Board. All appointments to the Board will be made on a merit-based principle, and the benefits of Board diversity will be given full consideration based on objective criteria when selecting candidates.

Article 4 The Company firmly upholds the principles of diversity, equality and inclusion, and is committed to building a non-discriminatory workplace environment: any form of discrimination is strictly prohibited, and the scientific and fair nature of recruitment decisions shall not be affected by factors such as employee’s gender, age, nationality, region, religious beliefs, marital status or disability. The Company continuously optimizes its talent recruitment system and standardizes processes to provide equal employment opportunities for talents of all kinds, and offers ongoing training programs and career development opportunities for employees. The Company actively

integrates the concepts of diversity, equality and inclusion into its workplace culture, and promotes gender equality, eliminates workplace discrimination and harassment through systematic training and continuous advocacy.

Chapter 3 Measurable Objectives

Article 5 When assessing candidates for the Board, the Nomination Committee of the Board will select candidates for the Board based on a range of diversity criteria, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The final decision will be made based on the merits and contributions that the candidate will bring to the Board. Furthermore, the Company shall avoid a single-gender Board. If a single-gender Board occurs, the Nomination Committee of the Board shall actively identify qualified candidates to restore Board diversity within a reasonable period.

Article 6 The Company will make continuous efforts to maintain an appropriate gender diversity ratio across the overall workforce, actively promote gender balance in management, and ensure appropriate representation of different genders in the overall workforce (including senior management), so as to facilitate diversified decision-making and optimize corporate governance.

Chapter 4 Monitoring and Review

Article 7 The Nomination Committee of the Board is responsible for monitoring the implementation of this policy and the progress toward achieving the measurable objectives set for the implementation of this policy.

Article 8 The Nomination Committee of the Board will review this policy as and when appropriate to ensure its effectiveness. The Nomination Committee of the Board will discuss any amendments that may be required before making recommendations to the Board for consideration and approval.

Chapter 5 Policy Disclosure

Article 9 The composition of the Board (including gender, age, length of service, etc.), the level of diversity among employees (including senior management), this policy or a summary thereof, the measurable objectives

set for the implementation of this policy, and the progress toward achieving such objectives, will be disclosed in the Corporate Governance Report contained in the Company's annual report.