



MIRAMAR GROUP

MIRAMAR HOTEL AND INVESTMENT COMPANY, LIMITED

(Incorporated in Hong Kong with limited liability)

(Stock code: 71)

WORKFORCE DIVERSITY POLICY

1. Purpose

Diversity is a core value embraced by Miramar Hotel and Investment Company, Limited (the “Company”) and its subsidiaries (collectively the “Group”). This Policy sets out our approach to achieve workforce diversity.

2. Diversity and Inclusion

The Group is committed to providing a diverse and inclusive workplace free of discrimination based on gender, age, race, marital and family status, sexual orientation, disability and religion.

The Group ensures the working environment is supportive for its employees, such that individual differences are respected. The Group aims to attract and retain a workforce whose composition reflects a diversity of backgrounds, knowledge, experience and perspectives, and to provide equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

Trainings are available for all employees on diversity, discrimination or harassment in the workplace.

The Group values diversity and fosters an inclusive workplace through regular training, ensuring all employees uphold a respectful environment free from discrimination, harassment, and victimisation.

3. Review of this Policy

The Company will review this Policy from time to time as appropriate, and in any event, once every three years.