

NANYANG HOLDINGS LIMITED
(Incorporated in Bermuda with limited liability)
(Stock Code: 212)

Workforce Diversity Policy

Policy statement

Nanyang Holdings Limited (the “Company” and, together with its subsidiaries, the Group”) values the diversity of its employees and is committed to establishing a diverse and inclusive workplace. This Policy applies to all Group companies.

Diversity and Inclusion

Diversity is a core value embraced by the Group. The Company is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

Review and Monitoring

This Policy will be reviewed and amended from time to time to ensure its continued effectiveness. The Nomination Committee will monitor the Company’s progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

Training

The Company will from time to time provide training to its employees on diversity and inclusion-related topics.

Disclosure of this policy

This policy will be published on the Company’s website for public information.

A summary of this policy will be disclosed in the Corporate Governance Report of the Company annually.