

# LOGAN

## 龙光集团

### **Diversity and Inclusion Policy**

As an international conglomerate, Logan Group has employees of different nationalities, cultures, religions, ages and races. As our business is expanding, we realize the importance of diversity, on which we place great emphasis. Diversity can inspire creative thinking and enhance competitiveness, thereby helping us achieve steady and sustainable long-term growth. Our goal is to make our work team inclusive and to showcase the features of diversity of the society, in which we have established a business presence.

We strive to create an inclusive and mutual-aid work environment for all our employees regardless of age, gender, relationship, family status, disability, race, ethnic background, nationality or religion. The diversity and inclusion policy of Logan Group applies to all employees and operating companies.

#### **Diversity policy of the board**

We believe diversity can enhance decision-making power, making operations more flexible and stable. The Company's board agrees to a principle that the board members should possess appropriate, necessary skills, experiences and diverse perspectives in line with the Company's business.

#### **Workplace harmony policy**

We believe workplace harmony can help create an inclusive working environment, increase productivity and maintain a work-life balance. On the basis of respecting local labour policies and local customs, the Group and related operating entities offer annual leave, paid sick leave and special festive holidays in the regional localities where it operates.

#### **Diversity and inclusion employer charter**

Logan Group strives to promote equal employment opportunities and equal promotion mechanisms

**We will review this policy every year.**