



恒基兆業地產有限公司
HENDERSON LAND DEVELOPMENT COMPANY LIMITED
Incorporated in Hong Kong with limited liability
(Stock Code : 12)

DIRECTOR AND EMPLOYEE REMUNERATION POLICY

Purpose

This Policy sets out the general principles which guide Henderson Land Development Company Limited (the “Company”) and its subsidiaries (collectively the “Group”) to deal with the remuneration matters.

Equal Opportunity, Diversity and Inclusion and Employees

The Group recognises and values the importance of diversity. The Group encourages creativity and supports competitiveness, so helping its operations to generate strong and sustainable long-term growth. The Group’s aim is for its workforce to be inclusive and to reflect the diversity of the societies in which the Group operates.

As regards the employment decisions (such as recruiting, hiring, training, salary and promotion), management of the Group should not discriminate against individuals on the basis of race, color, gender, age, national origin, religion, sexual orientation, gender identity, marital status, citizenship, disability or any other legally protected factor. The Company has a separate Human Rights and Equal Employment Opportunity Policy which sets up the framework guiding the Group across the principles of equal opportunity in the workplace.

Work Hours, Equal Remuneration and Benefits

The Group operates in full compliance with statutory requirements on work hours, holidays, remuneration and benefits per the Employment Ordinance of the Hong Kong Special Administrative Region. Recognising the need for the work-life balance of our employees, initiatives may be made to promote a healthy workplace culture. The Group’s remuneration policy aims to provide a fair market level of remuneration to retain and motivate high quality directors, senior management and employees, and attract experienced people of high calibre to oversee the business and development of the Group. Their remuneration is reviewed at least annually with reference to companies of comparable business or scale.

(a) Employees

Quality and committed staff are valuable assets contributing to the Group’s success. To ensure the ability to attract and retain talents, the remuneration policy is built upon the principles of providing equitable and market-competitive remuneration package. The remuneration policy is, therefore, aiming at being fair with equal opportunity, competitive but not excessive.

Employee’s remuneration package comprises fixed and variable components with reference to a mix of local and regional professional firms and major corporations.

(b) Directors

(i) Executive Directors

Executive directors' remuneration packages shall comprise fixed and variable components linking to individual and the Group's performance and comparable to major Hong Kong based companies with special emphasis on the real estate industry.

(ii) Non-executive Directors (including Independent Non-executive Directors)

Non-executive directors shall receive fixed remuneration/fee to be set at an appropriate level to attract and retain first-class non-executive talent by reference to the relevant time commitment and the size and complexity of the Group and benchmarked against a peer group.

Review of this Policy

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