



Policy

Diversity, Equity and Inclusion Policy

Table of contents

<u>A. OBJECTIVE</u>	3
<u>B. POLICY SCOPE</u>	3
<u>C. POLICY CONTENT</u>	3
1. AREAS OF FOCUS	3
1.1 BUILDING A DIVERSE AND INCLUSIVE WORKPLACE	3
1.2 PROMOTING INCLUSIVE EMPLOYMENT	4
1.3 PROMOTING GENDER DIVERSITY	4
1.4 MAINTAINING BOARD DIVERSITY	4
1.5 CREATING ACCESSIBLE ENVIRONMENT	4
2. RESPONSIBILITIES	4
2.1 DEPARTMENT LEADS	5
2.2 ALL EMPLOYEES	5
3. MONITORING AND REPORTING	5
<u>D. REVIEW OF THIS POLICY</u>	5

A. Objective

- Link (“The Group”, “Link” and “we” will be used interchangeably hereafter) is committed to upholding, protecting and embracing people with different thinking, background, culture, disability, sexual orientation, gender, ethnicity, age, religion and other life experiences. We celebrate diversity and inclusion, and our approach stems from our first core value of Respect.
- The Diversity, Equity and Inclusion Policy (Policy) articulates the Group’s commitment to providing an accessible and inclusive work environment free from discrimination, sexual harassment, victimisation and vilification.

B. Policy Scope

- Subject to any applicable separate agreement such as joint venture agreement or similar documents, this Policy applies to all employees of (i) wholly owned entities or Subsidiaries* of Link Asset Management Limited (“LAML”) and/or Link REIT (collectively “Link”); and (ii) any applicable entities and/or properties directly or indirectly managed by Link, in any country around the world including but not limited to officers, staff/ employees (full-time or part-time), interns, consultants, seconded staff, trainees, associates, temporary workers (collectively “Employee(s)").
- *Subsidiaries means those entities in which LAML/Link REIT owns (directly or indirectly) an interest of an entity representing more than 50% of the power to manage and control the said entity either at the shareholding level or the board level.
- Our commitment to building an inclusive and non-discriminatory workplace is guided by international human rights principles outlined in the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. It is also informed by local anti-discrimination laws and regulations.
- This Policy aligns with the Group’s Code of Conduct.

C. Policy Content

1. Areas of Focus

1.1 Building a Diverse and Inclusive Workplace

- All employees are treated fairly, equally and with respect and dignity. Any form of discrimination on the basis of gender, race, nationality, age, sexual orientation, marital/family status, pregnancy, religion, disability, political opinions, or other similar factors shall not be tolerated in the workplace.
- We review our workforce profile regularly to identify gaps and improvements whenever applicable.
- Engagement surveys covering all employees are conducted regularly to gather employees’ feedback.
- We actively seek ways to enhance workplace culture to be more inclusive.
- We are committed to providing a range of learning and development opportunities to help employees at all levels grow their skills and advance their careers. Through initiatives such

as our Learning and Development Sponsorship, we actively invest in each employee's professional growth by encouraging self-directed learning to build skills, knowledge and/or qualifications relevant to their job and aligned with their career goals.

1.2 Promoting Inclusive Employment

- We are committed to building a diverse workforce and providing equal employment opportunities.
- Our hiring decisions are based solely on applicants' qualifications, skills, experience, and alignment with the Group's needs – not personal characteristics.
- We proactively eliminate unconscious bias in all aspects of recruitment and hiring. We carefully review job descriptions and postings to use inclusive, unbiased language that encourages diverse candidates to apply.
- We consistently monitor the diversity of applicant pools and shortlists to maintain diversity in gender, age, culture, abilities and backgrounds across the Group.
- We make reasonable accommodations to enable applicants with special needs to participate fully in the application and hiring process.
- We regularly review and refine our recruitment and hiring practices to identify areas for improvement in attracting, hiring and retaining diverse talent.

1.3 Promoting Gender Diversity

- Being the first REIT in Asia to endorse The Women's Empowerment Principles – a closely tied collaboration between UN Women and the UN Global Compact – since 2015, the Group is committed to implementing the principles at all levels of our business to empower women in the workplace, marketplace and community.

1.4 Maintaining Board Diversity

- A balanced and diversified Board brings a broad range of views which helps discussion and critical decision-making, and balances against "group thinking". Assisted by the Nomination Committee, the Board reviews annually the Board Diversity Policy of Link and monitors progress towards diversity.
- Board appointments are made on merit against the business objectives of Link, and with regard to all aspects of diversity such as (and without limitation to) skill-set, industry expertise and experience, background, ethnicity, age and gender.
- The Board will have a minimum representation of 20 per cent of either gender.

1.5 Creating Accessible Environment

- We strive to create places that are accessible and welcoming to all people.

2. Responsibilities

- The Group and all its employees have a collective responsibility to ensure the successful implementation of this Policy. Below sets out the responsibilities of Department Leads and all employees in order to create an inclusive workplace for all employees:

2.1 Department Leads

- Implementing this Policy as part of their day-to-day management;
- Acting as role models of this Policy;
- Recognising inappropriate behaviour and taking immediate appropriate action to stop/prevent such behaviour; and
- Ensuring that employees understand the principles of diversity, equity and inclusion, as well as the guidelines set out in this Policy.

2.2 All Employees

- Implementing this Policy in their day-to-day work and their dealings with colleagues and the Group's stakeholders;
- Ensuring their behaviour is aligned with this Policy;
- Ensuring to treat others with respect. Harassment, intimidation and violence of any kind, whether physical, verbal, or sexual are strictly prohibited; and
- Reporting behaviour of colleagues which is inconsistent with this Policy in accordance with the reporting mechanism sets out in the Group's Whistleblowing Policy.

3. Monitoring and Reporting

- Relevant trainings are conducted to ensure employees to have a better understanding of the principles of diversity, equity and inclusion.
- In accordance with the Group's Whistleblowing Policy, a designated communication channel has been set up for employees to report any forms of discrimination, harassment, grievances, conflicts and breaches, which may result in disciplinary actions and/or employment termination.
- Reported concerns will be reviewed and investigated by Link's Investigation Committee, which is delegated by the Audit and Risk Management Committee ("ARMC") to handle whistleblowing complaints received by Link. The Investigation Committee formed under the Whistleblowing Policy reports to the Management and ARMC periodically or when deemed necessary.
- Link will protect and support anyone who reports genuine matters of concern. All matters will be treated in the strictest confidence unless superseded by legal requirements.

D. Review of this Policy

The HR Department is responsible for regularly reviewing the policy considering legislative changes, organisational changes, effectiveness, stakeholder feedback and development in industry best practices, or at a minimum, every three years.