

Hysan Development Company Limited
Corporate Culture Statement
(Reviewed and approved in November 2023)

1. Objectives

- 1.1 The Board sets the tone and defines the vision, mission, values and strategy of the Company, and develops the corporate culture to support the Company's pursuit of success. The Board is responsible for evaluating and ensuring that the desired culture and the purpose, value and strategy of the Group are aligned.
- 1.2 This Statement sets out the Company's vision, mission, values, strategy and culture.

2. Corporate Culture

Hysan's corporate culture is the way we express and implement our values. As a business rooted in Hong Kong for a hundred years, we strive to achieve the highest standards in Citizenship, Leadership, Sustainability and Accountability through strong teamwork and effective governance. We excel in areas where we operate and create unique values that mutually benefit the Company and our stakeholders, including the communities we serve.

The Board will continue to foster the desired culture, instilling Hysan's core values across all levels of the Group.

3. Vision, Mission, Values and Strategy

- 3.1 **Vision:** to be the premier property company in its market of choice.
- 3.2 **Mission:** to provide our stakeholders with sustainable and outstanding returns from a property portfolio which is strategically planned and managed by passionate, responsible and forward-looking professionals.
- 3.3 **Values** embrace the following:-

- Leadership
- Excellence
- Empowerment

- Good Citizenship
- Accountability
- Respect
- Driving / Driven
- Entrepreneurship
- Networking
- Sustainability

3.4 **Medium-to-long-term strategy** involves the continued refinement and expansion of our “Core” in Lee Gardens, as well as investment in growth “Pillars” which will deliver a more balanced and diversified portfolio for Hysan.

4. **Measurement**

The Board will monitor, review, evaluate and reinforce the corporate culture, including but not limited to its alignment with vision, mission, values and strategy of the Company and the communication to all employees, through employee evaluations and/ or stakeholders engagement on a regular basis, taking into account both quantitative data and qualitative indicators.

5. **Approval and Review of this Statement**

This Statement has been approved by the Board. The Board will review this Statement regularly to ensure culture alignment. Any subsequent amendment to this Statement shall be reviewed and approved by the Board.

Definitions:

“**Board**” shall mean the board of Directors of the Company.

“**Company**” or “**Hysan**” shall mean Hysan Development Company Limited.

“**Group**” shall mean the Company and its subsidiaries from time to time.
