
BOARD DIVERSITY POLICY

OF

LINK ASSET MANAGEMENT LIMITED

(AS MANAGER OF LINK REAL ESTATE INVESTMENT TRUST)

1. Purpose

This Board Diversity Policy (“**Policy**”) sets out the approach to diversity on the board of directors (“**Board**”) of Link Asset Management Limited (as manager “**Manager**” of Link Real Estate Investment Trust (Hong Kong Stock Exchange Stock Code: 823 and hereafter “**Link**”).

2. Scope of Application

This Policy applies to the Board.

3. Policy Statement

Link sees diversity at Board level as a key element of Link’s corporate governance framework. An optimal mix of talents and individual attributes of Board members helps shape the composition and promote the effectiveness of the Board as a whole, which is essential for the long-term sustainable success of Link.

4. Measurable Objectives

The Board reviews and assesses the Board composition. The Nomination Committee of the Manager (“**Nomination Committee**”) recommends the appointment of new Board members. 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) 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. The Nomination Committee will endorse the measurable objectives for achieving Board diversity as appropriate.

5. Reviewing and Reporting

The Board will review the implementation and effectiveness of this Policy on an annual basis and such revision as in line with the latest corporate governance standards. All amendments to this Policy are reserved to the Board for its approval.

The Board will report annually, in the corporate governance section of Link’s Annual Report, on Board appointments and the process. Such report will include a summary and the implementation of this Policy, and the Board composition under diversified perspectives.

6. Disclosure of this Policy

This Policy, and all amended versions as the Board may from time to time approve, will be published on the corporate website of Link.

Adopted by Board on 1 April 2022.