



SHUOAO INTERNATIONAL HOLDINGS LIMITED

碩奧國際控股有限公司

WORKFORCE DIVERSITY POLICY

(Adopted on 27 August 2025)

1. Introduction

- 1.1 Shuoao International Holdings Limited (the “**Company**” together with its subsidiaries, collectively referred to as the “**Group**”) is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, skin colour, gender, disability, religious or philosophical belief, age, sexual orientation, family status or any other factors.
- 1.2 The Company recognises and embraces the benefits of diversity in its workforce and sees diversity as a wide concept, which can be achieved through consideration of a number of factors including, but not limited to skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.
- 1.3 The Company endeavours to ensure that its workforce has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy, seeking to attract, retain and motivate people and support the development of their potential to build competent, committed and successful teams.

2. Policy Statement

- 2.1 As part of its Environmental & Social Objectives, the Company has committed to:
 - i. eliminating discrimination in our practices and policies and to increasing the diversity of our workforce; and
 - ii. helping staff grow personally and professionally through learning and opportunities for career advancement, and to fostering their well-being.
- 2.2 As such, the Company will provide equal employment opportunities for all, while recognising that appointments, promotions etc. will be made on a merit basis, with candidates considered against objective criteria, with due regard for the benefits of diversity in the workforce.
- 2.3 The Company will also seek to create an inclusive and respectful work environment for its staff, in which people feel comfortable at work and able to realise their full potential and will aim to ensure that all its people are treated, and treat others, with dignity and respect.

3. **Targets**

- 3.1 Under its Board Diversity Policy, the Company commits to maintaining an appropriate balance of gender diversity. The Company will seek opportunities to increase the proportion of female members over time and will actively seek to ensure that, at any time, at least one Director of its board of directors (the “**Board**”) is female.
- 3.2 From a workforce perspective, our industry and the nature of our operations makes achieving workforce diversity challenging. However, on an annual basis, the Company sets key performance indicators (“**KPIs**”) to prioritise its efforts under each of its Environmental & Social Objectives, including in areas such as reviewing our recruitment requirements, providing opportunities for staff from diverse backgrounds and implementing more flexible working arrangements.
- 3.3 Such KPIs and our performance against them will continue to be disclosed in our Environmental, Social & Governance Report on an annual basis.

4. **Applicability**

- 4.1 This Policy is designed to ensure that everyone understands the role of the Company and our people have in creating a work environment that promotes diversity and supports an engaging and inclusive workplace. This Policy therefore applies to all staff of the Group.
- 4.2 If staff experience or witness any forms of discrimination or harassment, they have a responsibility to report this by raising their concern with their Department Head, Human Resources Business Partner or through the Whistleblowing Reporting Channels.

5. **Review and Monitoring**

This Policy is reviewed and amended as required from time to time to ensure its continued effectiveness. Any amendments or updates should be subject to the Board’s approval.

Where the English and the Chinese texts conflict, the English text prevails.