SHING CHI HOLDINGS LIMITED
成志控股有限公司

(the "Company")
(Incorporated in the Cayman Islands with limited liability)
(Stock code: 1741)

Workforce Diversity Policy (the "Policy")

(Adopted by the Company at a meeting of the board of directors of the Company passed on 23 September 2025)

1. Purpose

The Company and its subsidiaries (the "**Group**") value the diversity of its employees and are committed to establishing a diverse and inclusive workplace. This Policy applies to all Group companies.

2. Diversity and inclusion

The Group is committed to:

(a) cultivating and preserving a diverse and inclusive workplace where every staff is valued, respected, and treated fairly with equal access to opportunities;

(b) complying with all applicable equal opportunities legislation and good management practices in all employment-related decisions, including recruitment, performance and compensation evaluation, promotion, transfer, training, dismissal, and employment terms;

(c) promoting equal opportunities at the workplace for all staff, eliminating discrimination, harassment and vilification on the grounds of age, gender, gender identity, sexual orientation, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origin, nationality or religion. The Group does not tolerate any form of discrimination, harassment, vilification or victimisation in the workplace and/or in any work-related circumstances;

(d) ensuring all employment-related decisions are made based on merits, free from any form of discrimination or bias;

(e) raising diversity and inclusion awareness among the staff through regular training;

(f) providing mechanisms for staff to raise their concerns relating to the workplace, including the whistleblowing channel;

(g) taking appropriate actions (including disciplinary action) in cases of any act of discrimination, harassment, vilification or victimisation in the workplace and/or in any work-related circumstances; and

(h) reviewing its employment-related practices (including diversity and inclusion initiatives) from time to time to ensure they remain appropriate and in compliance with applicable laws and/or regulations.

3. Approval and review of the Policy

The Policy has been approved by the board of directors of the Company (the "**Board**"). The nomination committee of the Company (the "**Nomination Committee**") will review the implementation and the effectiveness of the Policy on an annual basis. Any revision to the Policy as recommended by the Nomination Committee will be submitted to the Board for consideration and approval.