



# **GOLDEN LEAF INTERNATIONAL GROUP LIMITED**

## **金葉國際集團有限公司**

(the “**Company**” together with its subsidiaries, the “**Group**”)

*(incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 8549)**

### **WORKFORCE DIVERSITY POLICY**

#### **1 PURPOSE AND OBJECTIVES**

- 1.1 This policy (the “**Policy**”) aims to set out the approach to achieve diversity on the workforce (including senior management) of the Group.
- 1.2 The Group 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, age, 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 Group 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 INCLUSIVITY AND DIVERSITY**

- 2.1 The Company considers that fostering diversity within its workforce and promoting an inclusive culture will support the Group’s business growth and enhance its overall operational efficiency.
- 2.2 The Company is dedicated to cultivating a workplace culture that embraces inclusivity, diversity, and support, ensuring that every employee — regardless of gender, age, family background, marital status, ethnicity, faith, disability, or any other legally protected attribute — is respected, valued, and provided with equal opportunities.
- 2.3 The Group upholds a merit-based approach in all employment decisions, ensuring they are made without bias or discrimination. Key considerations include an individual’s qualifications, experience, capabilities, growth potential, characters and performance, which guide decisions on hiring, compensation, career development, and promotion.

- 2.4 The Company is committed to ensuring fair treatment for all employees, regardless of gender, race, religion, age, disability, sexual orientation, nationality, political beliefs, social background, family background, marital status or ethnic minority status. Discrimination, harassment, and abuse in any form are strictly prohibited.

### **3 MONITORING AND REVIEWING**

- 3.1 This Policy has been approved by the Board. The nomination committee (the “**Nomination Committee**”) of the board of directors of the Company will monitor and review the implementation and the effectiveness of this Policy on an annual basis. Any revision to this Policy as recommended by the Nomination Committee will be submitted to the Board for consideration and approval.
- 3.2 Considering the nature of Group’s business and the markets in which it operates, gender diversity would be the more common issue for Group. The Group commits to upholding diversity of gender, background, skills and experience across our workforce, maintaining an appropriate level of female staff and ensuring female representation at the management level.
- 3.3 The Nomination Committee shall review the workforce diversity, discuss and set the measurable objectives for implementing this Policy and the process made in achieving the measurable objectives (in particular, the gender diversity targets) annually. The Nomination Committee shall also conduct regular reviews to identify any gender pay gaps and ensure equal pay for work of equal value. The Nomination Committee will, where appropriate, set objectives for diversity in other areas such as age and cultural diversity.
- 3.4 Employees who feel they have been subjected to discrimination, harassment, or any other form of misconduct in the workplace are encouraged to voice their concerns through the Company’s internal communication channels. Alternatively, such issues may be reported in line with the procedures outlined in the Company’s Whistleblowing Policy.

#### **4 DISCLOSURE OF THIS POLICY**

- 4.1 This Policy will be published on the Company's website for public information.
- 4.2 A summary of this Policy will be disclosed in the corporate governance report contained in the Company's annual report.

Effective date: 10 October 2025

*(If there is any inconsistency between the English version and the Chinese version, the English version shall prevail.)*