

HKR INTERNATIONAL LIMITED

香港興業國際集團有限公司*

(“HKRI” or the “Company”)

WORKFORCE DIVERSITY POLICY

PURPOSE

The Company values the diversity of its employees and is committed to create a working environment that is fair and flexible, promotes personal and professional growth, and benefits from the capabilities of its diverse workforce.

The Workforce Diversity Policy outlines our approach and commitment to inclusion and diversity in the workforce (including senior management, if any) *note*.

SCOPE

This policy applies to HKRI and its subsidiaries (collectively, the “Group”).

INCLUSIVITY AND DIVERSITY

HKRI is committed to fostering an inclusive, diverse, and supportive workplace where all employees, regardless of gender, age, family status, race, ethnicity, religion, sexual orientation, gender identity, disability or other characteristics protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.

All employment-related decisions should be made based on merit, free from any form of bias or discrimination.

Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.

The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances. A Grievance Handling Procedure which allows all employees to report issues concerning discrimination, harassment, victimization or vilification has put in place. Details of the procedures are available at the intranet (policy number : CP210).

GENDER DIVERSITY

The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities. Considering the nature of HKRI’s business and the markets in which it operates, the Company commits to upholding diversity of gender, background, skills and experience across our workforce, wherever feasible, maintaining an appropriate

level of staff in different gender and ensuring adequate representation of different gender at different level of workforce. The Group Human Resources department is responsible to monitor the gender diversity profiles at workforce level and report the status to the Executive Directors annually for further comments, evaluation and planning. The Executive Directors shall review the Company's diversity status and, if available, make reference to market benchmark to ensure it is aligned with business developments and strategic plans and, if considered needed, set measurable objectives, including numerical targets, timelines and plans for achieving gender diversity.

REVIEW AND MONITORING

The Group will review this Policy from time to time and revise it as and when necessary.

DISCLOSURE AND PUBLICATION

This Policy is available on the Company's website.

Effective on 26 March 2025

Note : The Board Diversity Policy of the Company serves as the reference for the Company's diversity policy concerning the Board.

** Registered under the predecessor of the Companies Ordinance, Chapter 622 of the laws of Hong Kong*