



Soft International Group Ltd **(舒寶國際集團有限公司)**

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code: 2569)

(股票代碼: 2569)

Workforce Diversity Policy

員工多元化政策

(Adopted and approved in June 2025)

(於2025年6月批准及通過)

1. Policy Statement

政策聲明

Soft International Group Ltd (the “**Company**” together with its subsidiaries and controlled affiliates, the “**Group**”) values diversity and inclusion as essential drivers of innovation and growth. The Group is committed to establishing a workplace culture where its employees are valued and empowered to contribute their unique perspectives. This Policy applies to all Group companies.

舒寶國際集團有限公司（「**本公司**」，聯同其附屬公司及受控制聯屬公司統稱為「**本集團**」）重視多元化及包容性作為創新及增長之基本推動因素。本集團致力建立一種工作場所文化，令員工受到重視並能夠貢獻其獨有的觀點。本政策適用於本集團旗下所有公司。

2. Approach

方法

Diversity and inclusion are core values embraced by the Group.

多元化及包容性乃本集團所擁護之核心價值。

- I. The Group 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.

本集團致力營造多元共融及積極支持員工的工作環境。全體員工不論性別、年齡、家庭崗位、種族、族裔、宗教、性取向、性別認同、殘疾及其他受適用法例保障的特徵，均受到重視、尊重及公平對待，並擁有平等的機會。

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

所有與工作相關的決定應基於員工的優秀表現，並無任何形式的偏見或歧視。

- III. Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.
資歷、經驗、技能、潛能及表現為本公司於聘用、釐定薪酬、培育人才及晉升時的主要考慮因素。
- IV. The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances.
本公司絕不容忍在工作場所和任何與工作相關的情況下任何形式的偏見、歧視、騷擾及暴力。
- V. This policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.
本政策適用於僱傭之各個方面，包括招聘與甄選、專業發展與培訓、薪酬與福利、績效評估及職業晉升。

3. Professional Development and Advancement **專業發展及晉升**

The Group from time to time provides training and development opportunities that address the specific needs and career aspirations of diverse employees. It also offers training programs on diversity and inclusion-related topics.
本集團不時提供培訓及發展機會，迎合不同僱員之特定需求及職業志向，亦提供有關多元化及包容性相關議題之培訓計劃。

4. Review and Monitoring **審閱及監察**

This Policy is reviewed and amended as required from time to time to ensure its continued effectiveness. The Nomination Committee will 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.
本政策會根據需要不時進行審閱及修訂，以確保其行之有效。提名委員會將每年檢討本政策之執行及其有效性。本政策日後的任何修訂須由提名委員會建議提呈董事會考慮及批准。