

ROYAL DELUXE HOLDINGS LIMITED

御佳控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 3789)

(the “Company”)

WORKFORCE DIVERSITY POLICY (The “Policy”)

1. Policy Statement

- 1.1 Royal Deluxe Holdings Limited (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.

2. Approach

- 2.1 Diversity and inclusion are core values embraced by the Group. The Company is committed to creating and maintaining a diversified and inclusive working environment where individual differences are respected and all employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.

The Group recognises that diversity encompasses a broad range of attributes, including race, ethnicity, gender, creed, religion, age, disability, sexual orientation and cultural background, as well as experience, skills and views. Each of these elements enriches the workplace experience and reflects the diversity of the communities in which the Group operates. The Group strictly adheres to non-discriminatory employment practices and procedures. It also actively promotes diversity and inclusion initiatives, celebrates diverse perspectives and contributions, and encourages collaboration and engagement among its workforce. It is committed to providing a positive work environment that values the wide-ranging perspectives inherent in its diverse workforce, free from all forms of discrimination or harassment.

This policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement. Please also refer to the Royal Deluxe Group - Supplier Code of Conduct and Sustainability Policy for more details.

3. Professional Development and Advancement

- 3.1 The Company from time to time provides training and development opportunities that address the specific needs and career aspirations of diverse employees. The Group’s Training and Development Policy also states that subsidies are provided to our employees to facilitate the pursuit of external training courses that align with their job responsibilities. It also supports training programs on diversity and inclusion-related topics.

4. **Review and Monitoring**

- 4.1 This Policy is reviewed and amended as required from time to time to ensure its continued effectiveness. The Sustainability Committee will monitor the Company's progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

August 2025