

THAC GROUP (HOLDINGS) LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8232)

(THE “COMPANY”)

WORKFORCE DIVERSITY POLICY

A. Purpose

1. This Policy aims to set out the approach adopted by the Company and its subsidiaries (collectively, the “**Group**”) to achieve diversity on the workforce of the Group (the “**Workforce**”).

B. Scope

2. This Policy applies to the Group and its employees at all levels, encompassing all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.

C. Diversity and Inclusion

3. The Group recognises and embraces the benefits of having a diverse Workforce with a view to enhancing its effectiveness and maintaining a diversified and inclusive working environment where individual differences are respected and the employees at all levels are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.

4. The Group believes that a diversity of perspectives can be achieved through consideration of a number of factors, including without limitation, gender, age, cultural and educational background, professional experience, talents, skills, knowledge, length of service and other qualities of Workforce.

5. 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.

6. These differences will be considered in determining the optimum composition of the Workforce and when possible, should be balanced appropriately having regard to the Company’s own business model and specific needs. The ultimate decision of all Workforce appointments should be based on merit and the contributions that the selected candidates will bring to the Group.

7. The Group will maintain a gender balance in Senior Management as practicable and ensure fair opportunity for all employees regardless of gender.

D. Monitoring

8. To achieve these commitments, the Group will implement the following measures:

- Fair Recruitment and Promotion: Hiring and promoting based on merit, neutral of gender, and job-related criteria.
- Workplace Support: Providing work arrangements where operationally feasible to support employees of all genders.
- Professional Development and Advancement: Providing training and development opportunities that address the specific needs and career aspirations of diverse employees from time to time, and offering training programs on diversity and inclusion-related topics.

E. Review and Disclosure of this Policy

9. The Nomination Committee should review this Policy from time to time and recommend any revision that may be required to the Board for approval. The Board and senior executives of the Group pledge to support the principles of diversity and inclusion being embedded within its workplace, culture, strategy and processes. A summary of the Policy, the current gender ratios, and any mitigating factors or circumstances which make achieving gender diversity across the workforce more challenging or less relevant (where applicable) will be disclosed in the corporate governance report of the Company on an annual basis.

F. Language Version

10. The text of this Policy appears in both English and Chinese languages. In case of discrepancy, the English version shall prevail.

Hong Kong, 29 September 2026