

CIFI Holdings (Group) Co. Ltd.

旭辉控股(集团)有限公司

(Incorporated in the Cayman Islands with limited liability)

(于开曼群岛成立的有限责任公司)

(Stock code: 00884)

(股份代号: 00884)

(the “Company”)

(「本公司」)

WORKFORCE DIVERSITY POLICY

员工多元化政策

ADOPTED BY THE BOARD ON 27 JUNE 2025

董事会于二零二五年六月二十七日采纳

1. PURPOSE

目的

The Company adheres to cultivate corporate culture of “Simplicity, Fairness, Sunshine, Respect, Trust and Openness”, creating an inclusive, diverse and equal and harmonious work environment for all employees through open communication, attentive listening and genuine care.

本公司以广泛的沟通、倾听和关怀，致力构建「简单、公平、阳光、尊重、信任、开放」的企业文化，为员工创造开放、多元、平等、共融的工作氛围。

This workforce diversity policy (the “**Policy**”) outlines our approach and commitment to the diversity and inclusion in the workforce, aiming to foster a stronger culture of inclusion and support the development of a diverse pipeline for succession.

本员工多元化政策(统称「**本政策**」)概述本公司对员工多元共融的方针及承诺，以促进更加多元共融的文化，及协助设立多元化的继任渠道。

2. SCOPE OF APPLICATION

适用范围

The Policy applies to all the employees (including senior management) of the Company and its subsidiaries (collectively, the “**Group**”).

本政策适用于本公司及其附属公司(统称「**本集团**」)之所有员工(包括高级管理人员)。

3. APPROACH AND COMMITMENT

方针及承诺

Principles of equality and diversity shall be upheld in the recruitment process of the Group, in order to actively safeguard legal rights and benefits of the employees. The Group shall uphold principle of non-discrimination for avoiding any bias based on gender, age, ethnicity, religious beliefs, or race. Individual merit serves as the sole recruitment criterion. All employees shall be treated fairly and justly for fostering an open, diverse, equal, and inclusive workplace.

本集团招聘过程中应秉持平等与多元化原则，全力维护员工的合法权益。本集团亦秉持无歧视原则，避免在性别、年龄、民族、宗教信仰或种族各方面存在任何形式的歧视，将个人综合能力作为招聘的唯一标准。公平公正地对待所有员工，努力营造开放、多元、平等且共融的工作氛围。

The Group adheres to the talent management philosophy of “Strategy Drives Common Success”, establishing a human resources system that supports employee diversity through continuously improved training programs and clear, flexible career paths. Through diverse training strategies and a comprehensive promotion system, the Group aims to provide employees with clear career paths and broad growth opportunities, so as to enable every employee to shine on career stage while creating mutual success for both individual growth and corporate development.

本集团秉承「战略驱动，成人达己」的人才管理理念，建立人力资源体系，通过持续完善的培训体系和清晰、灵活的职业发展通道，以支持员工多元化发展。通过采取多元化的培训策略，建立完善的晋升发展体系，本集团致力为员工提供清晰的职业发展路径与广阔的成长空间，助力每位员工在职场舞台上绽放光彩，实现个人价值与企业发展的双赢。

4. REVIEW OF POLICY IMPLEMENTATION 检讨本政策的执行情况

The board of directors of the Company (the “**Board**”) shall, or may designate a Board committee to, review the implementation and effectiveness of this policy on an annual basis.

本公司董事会(「**董事会**」)应(或委派董事委员会)每年检讨本政策的实施情况及有效性。