



SINO GOLF HOLDINGS LIMITED

順龍控股有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 00361)

WORKFORCE DIVERSITY POLICY

1. Introduction

- 1.1 Sino Golf Holdings Limited (the “Company”) is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, skin colour, gender, disability, religious or philosophical belief, age, sexual orientation, family status or any other factor protected by applicable laws.
- 1.2 The Company recognises and embraces the benefits of diversity in its workforce (including senior management) and sees diversity as a wide concept, which can be achieved through consideration of a number of factors, including but not limited to, age, skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.
- 1.3 The Company endeavours to (i) ensure that its workforce (including senior management) has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy, and (ii) maintain an appropriate level of female staff. It seeks to attract, retain and motivate employees and support the development of their potentials to build competent, committed and successful teams.

2. Policy Statement

- 2.1 As part of its Environmental & Social Objectives, the Company has committed to:
 - i. eliminating discrimination in our practices and policies and to increasing the diversity of our workforce (including senior management); and

- ii. helping staff grow personally and professionally through learning and opportunities for career advancement, and to fostering their well-being.
- 2.2 As such, the Company will provide equal employment opportunities for all, while recognising that all employment-related decisions (e.g. recruitment, appointment, promotion) will be made on a merit basis, with candidates considered against objective criteria, with due regard for the benefits of diversity in the workforce (including senior management).
- 2.3 The Company will also seek to create an inclusive and respectful work environment for its workforce (including senior management), in which employees feel comfortable at work and are able to realise their full potentials, and will aim to ensure that all its employees are treated, and treat others, with dignity and respect.

3. Targets

- 3.1 On an annual basis, the Company sets key performance indicators (“KPIs”) to prioritise its efforts under each of its Environmental & Social Objectives, including in areas such as reviewing our recruitment requirements, providing opportunities for staff from diverse backgrounds and implementing more flexible working arrangements.
- 3.2 Such KPIs and our performance against them will continue to be disclosed in our Environmental, Social and Governance Report on an annual basis.

4. Applicability

- 4.1 This Policy is designed to ensure that everyone understands the role of the Company and our employees in creating a work environment that promotes diversity and supports an engaging and inclusive workplace. The Policy therefore applies to all staff of the Company and its subsidiaries.
- 4.2 If staff experience or witness any forms of discrimination or harassment, they have a responsibility to report this by raising their concern with their Department Head, Human Resources Department or with the Audit Committee.

5. Review

The board of directors of the Company will, from time to time, review the workforce diversity at all levels, as well as the implementation of this Policy to ensure its continued appropriateness and effectiveness.

6. Reporting

The Company will continue to track and report its diversity data (including but not limited to gender diversity) in accordance with the applicable reporting requirements. In addition, the Company will disclose a summary of this Policy, and any plans or measurable objectives that it has set for achieving gender diversity and implementing this Policy, and progress on achieving those objectives (if applicable) in its Corporate Governance Report, which forms part of the annual report of the Company.

25 June 2025

(If there is any inconsistency between the English and Chinese version, the English version shall prevail.)