



## Fullshare Holdings Limited

### 豐盛控股有限公司

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 00607)

(the “Company”)

## WORKFORCE DIVERSITY POLICY

### 1. PURPOSE

The Company values the diversity of its employees and is committed to positive, healthy and fair working environment. This policy outlines our approach and commitment to inclusion and diversity in the workforce (including senior management, if any).

### 2. SCOPE

This policy applies to the Company and its subsidiaries (collectively, the “**Group**”) (exclusive of any subsidiary(ies) listed on The Stock Exchange of Hong Kong Limited, if any).

### 3. DIVERSITY AND INCLUSION

Diversity is a core value embraced by the Group. The Group is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

### 4. MONITORING AND REPORTING

The group human resources department is responsible to monitor the gender diversity profiles at workforce level and report the status to the executive director(s) of the Company annually for further comments, evaluation and planning. The executive director(s) of the Company shall review the Company’s diversity status and, if available, make reference to market benchmark to ensure it is aligned with business developments and strategic plans.

### 5. REVIEW OF THIS POLICY

The Group will review this policy from time to time and revise it as and when necessary.

Effective since 30 June 2025