



STEVE LEUNG DESIGN GROUP LIMITED

梁志天設計集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code/股份代號: 2262)

Workforce Diversity Policy (the “Policy”)

1 Policy Statement

- 1.1 Steve Leung Design Group Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) recognises that workforce diversity and an inclusive culture are essential in fostering continuous innovation, enhancing market competitiveness, and achieving sustainable development. The Group is committed to establishing and maintaining a fair, diverse, and inclusive workplace to ensure that everyone feels respected, valued, and empowered to leverage their unique perspectives and experiences within a supportive and collaborative atmosphere.
- 1.2 The Policy applies to all employees of the Group (including senior management) and is designed to outline our principles, approaches, and commitments in promoting diversity and inclusion at the Group.

2 Approach

- 2.1 Diversity and inclusion are core values embraced by the Group. The Company is dedicated to creating and sustaining a workplace that respects and values individual differences and embraces diverse perspectives, encouraging employees to express varied opinions and unleash their expertise through appropriate empowerment.
- 2.2 All employees shall be treated with fairness, equal respect, and dignity. The Group recognises that diversity encompasses a wide spectrum of attributes, including but not limited to gender, age, cultural background, educational background, race, ethnicity, religion, work experience, and specialised skills. The Group emphasises that a diverse workforce enhances the quality of corporate decision-making and strengthens the corporate capacity to fulfill social responsibilities.
- 2.3 The Group strictly complies with applicable anti-discrimination employment laws and practices across all relevant jurisdictions, actively implementing diversity and inclusion initiatives into recruitment, training, performance evaluation, and daily operations. The Group respects and values distinct views and contributions, and is committed to preventing any form of discrimination, harassment, or misconduct.

3 Commitment to Promoting Diversity and Inclusion

3.1 The Group is committed to cultivating a mutually supportive and respectful work environment to facilitate development in the following areas:

- (a) **Culture of Diversity and Inclusion:** The Group encourages and promotes diversity in all forms, including but not limited to gender, age, cultural and educational backgrounds, professional experience, skills, and knowledge, thereby establishing an inclusive and respectful corporate culture.
- (b) **Gender Diversity:** The Group is committed to promoting gender diversity, equality, and empowerment. Objective and fair methodologies are implemented to maintain a balanced gender representation across the entire workforce, including senior management. Equal opportunities are provided in recruitment, training and development, remuneration, career progression, and promotion.
- (c) **Meritocracy:** The Group offers equal opportunities to all employees and job applicants, ensuring that recruitment, training, performance evaluation, remuneration, benefits, and promotion are conducted in accordance with established and appropriate procedures, based primarily on individual capabilities, qualifications, experience, skills, and performance. The Group is committed to achieving equal pay for equal work, eliminating any remuneration gaps caused by gender or other discriminatory factors.
- (d) **Equal Opportunity, Diversity, and Inclusion:** All employees must respect one another, any form of harassment, intimidation, or violence, including physical, verbal, or sexual violence, is strictly prohibited and subject to zero tolerance.
- (e) **Prohibition of Forced and Compulsory Labour:** The Group strictly prohibits all forms of forced and compulsory labour, including child labour and illegal immigration. Any form of human trafficking or modern slavery is forbidden within the Group's operations and supply chains, in strict compliance with applicable labour laws and regulations.
- (f) **Prohibition of Employing Underage Workers:** The employment of individuals below the statutory minimum working age is strictly prohibited. In regions where youth apprenticeship schemes are implemented, the Group shall ensure strict compliance with applicable labour regulations.

3.2 The Group may from time to time set measurable targets (including but not limited to gender ratios, training hours, and employee turnover rates) to assess the progress of promoting employee diversity. The Board of Directors (the "**Board**") shall review the achievement of these targets annually and disclose the relevant progress in the Environmental, Social and Governance Report (the "**ESG report**").

4 Freedom of Association and Collective Bargaining

- 4.1 The Group respects employees' civil liberties, freedom of association, and various statutory rights. Collective bargaining shall be conducted in accordance with local laws and regulations.
- 4.2 The Group upholds employees' rights to join trade unions and associations, in a manner chosen by the employees, provided that it complies with local laws and regulations.

5 Implementation and Supervision

- 5.1 The Group shall communicate with its employees and stakeholders through contractual requirements, periodic updates of policies and procedures, and training (including but not limited to training in relation to the Policy, procurement policies, and the code of conduct), as well as through grievance and whistleblowing mechanisms. Concurrently, a supplier compliance review mechanism is established to evaluate and ensure that suppliers comply with applicable laws, regulations, and labour standards.
- 5.2 In accordance with the Group's Whistleblowing Policy, formal grievance channels have been established to enable employees to report any form of discrimination, harassment, dissatisfaction, conflict, or non-compliance. Such misconduct may result in disciplinary action and/or the termination of employment.
- 5.3 All reported matters shall be reviewed and investigated by the management of the Group. The Group will protect and support all individuals who report genuine matters of concern. All investigations shall be kept strictly confidential, unless otherwise required by applicable laws or regulatory disclosures.
- 5.4 The Group shall regularly monitor and rectify any activities that violate the Policy, and shall disclose relevant employee diversity metrics annually in the ESG report, including such metrics and any material incidents which may be subject to external review or audit where appropriate.

6 Review and Update of the Policy

- 6.1 The Policy shall be reviewed and updated periodically as necessary, taking into account the Group's business development, updates in applicable laws and regulations, and employee needs, to ensure its continuous appropriateness and effectiveness.
- 6.2 The Risk Management Committee is responsible for monitoring the implementation of the Policy and reporting to the Board on a regular basis.

- 6.3 The Policy has been approved by the Board and will be reviewed periodically and amended when necessary. Any amendments will be announced to all employees in due course.

7 Miscellaneous

- 7.1 The Policy is drafted in both Chinese and English. In the event of any discrepancy or conflict between the Chinese and English versions of the Policy, the English version shall prevail.

(Adopted on 15 July 2026)