New Sparkle Roll International Group Limited
新 耀 萊 國 際 集 團 有 限 公 司
(the "Company")
("本公司")

WORKFORCE DIVERSITY POLICY
員工多元化政策

(Adopted and approved in June 2025)
(於2025年6月採納和批准)

1. Purpose 目的

The Company recongnise and believes that a diverse workforce and an inclusive culture are fundamental to the Company's sustainable growth and operational success.
本公司明白且深信實現全體員工多元化及共融文化對公司的可持續增長和營運效率至關重要。

This Policy sets out our approach to achieve diversity on workforce.
本政策載列我們為達致員工多元化的方針。

2. Scope 範圍

This Policy applies to the Company and its subsidiaries. Associated and joint venture companies are encouraged to comply.
本政策適用於本公司及其附屬公司，並鼓勵聯營及合營公司遵守本政策。

3. Policy Statement 政策聲明

The Company is committed to fostering an inclusive, diverse, and supportive workplace where all employees, regardless of gender, age, marriage status, race, ethnicity, religion, disability or other characteristics protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.
本公司致力營造多元共融及積極支持員工的工作環境。全體員工不論性別、年齡、婚姻狀況、種族、族裔、宗教、殘疾及其他受適用法例保障的特徵，均受到重視、尊重及公平對待，並擁有平等的機會。

All employment-related decisions should be made based on merit, free from any form of bias or discrimination.
所有與工作相關的決定應基於員工的優秀表現，並無任何形式的偏見或歧視。

Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.
資歷、經驗、技能、潛能及表現為本公司於聘用、釐定薪酬、培育人才及晉升時的主要考慮因素。

The Company does not tolerate any form of bias, discrimination, harassment and violence in the workplace and in any work-related circumstances.
本公司絕不容忍在工作場所和任何與工作相關的情況下任何形式的偏見、歧視、騷擾及暴力。

4. Measurable Objectives 可計量目標

4.1 The nomination committee of the Board (the "**Nomination Committee**") shall review the workforce diversity, discuss and consider the measurable objectives set for implementing this Policy and the process made in achieving the measurable objectives (in particular, the gender diversity targets) at least annually. The Nomination Committee shall also conduct regular reviews to identify any gender pay gaps.
董事會轄下的提名委員會(「提名委員會」) 將至少每年檢討員工多元化政策，討論及考慮為實施本政策所制定的可計量目標，及實現可計量目標（尤其是達致性別多元化目標）方面取得之進 展。提名委員會亦將進行定期檢討，識別任何性別薪酬差距。

4.2 The Company aims to build and maintain a diverse workforce, encompassing a variety of attributes including, but not limited to, gender, age, cultural and educational backgrounds, professional experience, skills, knowledge, and perspectives. The Company is committed to ensuring that the workforce is not dominated by a single gender and seeks to achieve a balanced representation of gender diversity.

本公司致力於建立和維持一支多元化的員工隊伍，涵蓋各種屬性，包括但不限於性別、年齡、文化和教育背景、專業經驗、技能、知識和觀點。公司致力於確保勞動力不由單一性別主導，並尋求實現性別多元化的平衡代表。

4.3 The Company commits to maintaining an appropriate level of female staff and ensuring strong female representation at the management level. The Company will strive to maintain its current level of female senior management and female employees.
本公司致力維持適當的女性員工人數，確保女性員工擔任具代表性的管理職位。公司將努力維持現有女性高級管理層和女性員工的水平。

5. Approval and Review of this Policy 批准及檢討本政策

This Policy has been approved by the Board. The Nomination Committee will review the implementation and the effectiveness of this Policy on an annual basis. Any revision to this Policy as recommended by the Nomination Committee will be submitted to the Board for consideration and approval.

本政策已獲董事會批准。提名委員會將每年檢討本政策之執行及其有效性。本政策日後的任何修訂須由提名委員會建議提呈董事會考慮及批准。

6. Disclosure of this Policy 披露本政策

This Policy will be published on the Company's website for public information.

本政策將登載在本公司網站供公開查閱。