

# **Lotus Horizon Holdings Limited**

智中國際控股有限公司

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

**(Stock code: 6063)**

## **Workforce Diversity Policy**

Version 1.0 : 23 June 2026

## **1. Policy Statement**

Lotus Horizon Holdings Limited (the “**Company**”), together with its subsidiaries (collectively, the “**Group**”), values diversity and inclusion as essential drivers of growth. The Group is committed to establishing a workplace culture where its employees are valued and empowered to contribute their unique perspectives.

## **2. Scope**

This Policy applies to the Group and its employees at all levels, encompassing all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.

## **3. Diversity and Inclusion**

Diversity and inclusion are core values embraced by the Group. The Company is committed to creating and maintaining a diversified and inclusive working environment where individual differences are respected and the employees at all levels are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.

The Group recognises that diversity encompasses a broad range of attributes, including race, ethnicity, gender, creed, religion, age, disability, sexual orientation and cultural and educational background, as well as professional experience, skills and views. Each of these elements enriches the workplace experience and reflects the diversity of the communities in which the Group operates.

The Group strictly adheres to non-discriminatory employment practices and procedures. It also actively promotes diversity and inclusion initiatives, celebrates diverse perspectives and contributions, and encourages collaboration and engagement among its workforce. It is committed to providing a positive work environment that values the wide-ranging perspectives inherent in its diverse workforce, free from all forms of discrimination or harassment.

The Group will maintain a gender balance in Senior Management as practicable and ensure fair opportunity for all employees regardless of gender.

To achieve these commitments, the Group will implement the following measures:

- Fair Recruitment and Promotion: Hiring and promoting based on merit, neutral of gender, and job-related criteria.
- Workplace Support: Providing work arrangements where operationally feasible to support employees of all genders.
- Professional Development and Advancement: Providing training and development opportunities that address the specific needs and career aspirations of diverse employees from time to time, and offering training programs on diversity and inclusion-related topics.

#### **4. Review and Disclosure**

This Policy is reviewed and amended by the Board of Directors (the “**Board**”) of the Company as required from time to time to ensure its continued effectiveness. The Board and senior executives of the Group pledge to support the principles of diversity and inclusion being embedded within its workplace, culture, strategy and processes. A summary of the Policy, the current gender ratios, and any mitigating factors or circumstances which make achieving gender diversity across the workforce more challenging or less relevant (where applicable) will be disclosed in the corporate governance report of the Company on an annual basis.

Adopted by the Board on 23 June 2026.

*Note: If there is any inconsistency between the Chinese and English version, the English version shall prevail.*