



Fulu Holdings Limited

福祿控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 2101)

EMPLOYEE DIVERSITY POLICY

(Adopted on 27 June 2025)

I. OVERVIEW

Guided by the values of unity and collaboration, simplicity and efficiency, continuous innovation, and pursuit of excellence, Fulu Holdings Limited (the “**Company**”, together with its subsidiaries and its consolidated affiliated entities, the “**Group**”) advocates for talent diversity, the elimination of all forms of prejudice and discrimination, and devotes itself to creating an open and communicative work environment, thereby stimulating the creativity and vitality of employees, transforming diversity into a driving force for innovation, supporting our internationalization and digital transformation strategies. This policy is formulated to institutionalize these commitments.

II. SCOPE OF APPLICATION

This policy applies to all employees within the Group (including senior management, full-time employees, and other employees under various employment arrangements) and covers the entire employee lifecycle, including recruitment, promotions, training, performance evaluation, compensation, and benefits. Suppliers and partners are also encouraged to align with this policy.

III. POLICY PRINCIPLES

1. Diversified Talent Employment

The Company has established a standardised and transparent employment process to ensure fairness and equality in the recruitment process, regardless of the employee’s gender, gender identity, sexual orientation, age, physical health status, marital and family status, religious beliefs, skin colour, descent, race, nationality, educational background or other factors.

2. Diversified Talent Development

The Company provides employees with a cross-functional system and multi-channel career development channels. In making all employment-related decisions (e.g. recruitment, performance and salary assessment, promotion, transfer, training, dismissal and terms of employment), the Company complies with all applicable laws and good management practices related to equal opportunities, gives fair and equitable consideration to employees with different backgrounds, and comprehensively determines remuneration packages based on factors such as employees' positions, capabilities, and performance. At the same time, the Company has established and continuously improved its training system. The Company has designed and developed differentiated learning plans according to the development needs of employees at different stages and in different positions, and support all employees in enhancing their educational qualifications and their awareness of diversity and integration.

3. Inclusive workplace environment

The Company cares about the physical and mental health of its employees, provides them with health services, and protects the safety and health of employees in all aspects. At the same time, the Company respects employees' freedom of expression and encourages them to provide advice for the development of the Company. The Company has established different mechanisms (including grievance procedures or reporting channels) for employees to raise concerns related to the work environment and a whistleblower protection system in order to create smooth channels for exchange, communication and feedback.

IV. IMPLEMENTATION MECHANISMS

1. **Nomination Committee:** The Nomination Committee, composed of Directors with diverse genders, ages and backgrounds (with the majority of members being independent non-executive Directors) is responsible for reviewing the effectiveness of this policy.
2. **Communication channels:** An anonymous feedback platform is set up to encourage employees to report discriminatory behaviours or make suggestions for improvement.
3. **System support:** The Group has established internal systems such as the Career Advancement Management Systems, the Leadership Development Programs, the Recruitment Management Procedures, the Performance Management Systems, etc., to safeguard the rights and interests of employees in accordance with the law, and to ensure that employees can achieve fair, just and diversified development.

V. MONITORING AND DISCLOSURE

1. The Nomination Committee is responsible for evaluating this policy and setting measurable diversity targets annually, and monitoring the progress of targets.
2. The Nomination Committee shall submit a Diversity Progress Report to the Board of Directors annually, including key performance indicators achievements, problems and corrective actions, and shall disclose a summary of this policy, the target figures, the effectiveness of its implementation, and the results of the review in the Corporate Governance Report.