

(Effective as from 27 March 2026)
(自2026年3月27日起生效)



GLOBAL BIO-CHEM TECHNOLOGY GROUP COMPANY LIMITED

大成生化科技集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 00809)

Workforce Diversity Policy

員工多元化政策

GLOBAL BIO-CHEM TECHNOLOGY GROUP COMPANY LIMITED

大成生化科技集團有限公司
(the “Company” and “本公司”)

Workforce Diversity Policy 員工多元化政策

(中文本為翻譯稿，僅供參考用)

1. Purpose

目的

1.1 The Company recognises and firmly believes that cultivating a diverse, equitable, and inclusive workforce is essential to driving sustainable corporate growth.

本公司明白並深信建立多元、平等及共融的團隊有助推動企業永續成長。

1.2 This policy aims to set out the Company’s approach to fostering a corporate culture that prioritises diversity, equity, and inclusion among employees.

本政策旨在列載本公司為推動以僱員多元、平等及共融為優先的企業文化而採取的方針。

2. Scope

適用範圍

This policy is applicable to all employees (including senior management) of the Company and its subsidiaries (collectively the “Group”).

本政策適用於本公司及其附屬公司（統稱「本集團」）之全體員工（包括高級管理層）。

3. Policy Statement

政策聲明

The Company is committed to creating and maintaining a diversified and inclusive working environment for its employees, such that individual differences are respected and all employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce.

本公司致力為僱員締造及維持多元且包容的工作環境，尊重個人差異，全體僱員都受到尊重對待。本公司亦致力於團隊中推動性別賦權、性別平等及性別多元化。

The Company recognises that diversity encompasses a board range of attributes, including but not limited to race, ethnicity, gender, age, disability, cultural background, knowledge, skills and experience. The Company is committed to provide equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities. The Company prohibits any form of discrimination, harassment, or abuse against employees.

本公司意識到多元化涵蓋廣泛特質，包括但不限於種族、民族、性別、年齡、殘疾、文化背景、知識、技能與經驗。本公司致力於在招聘、培訓與發展、薪酬以及職業晉升機會等方面提供公平待遇。本公司嚴禁對僱員做出任何形式的歧視、騷擾或虐待的行為。

4. **Targets**

Given the nature of the Group's business and the industry the Group operates in, which remain heavily reliant on machines operation and manual labour, equality of gender ratio shall be difficult to achieve within the Group.

Taking the aforementioned factors into consideration, the Group will strive to enhance gender diversity (in terms of gender ratio) across all levels of the workforce so far as reasonable practicable.

5. **Review and Monitoring**

This policy is reviewed and amended from time to time to ensure its effectiveness, appropriateness, and compliance with applicable laws and regulations. The nomination committee of the Company will monitor the progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to this policy for the board of directors' approval.

6. **Disclosure of this Policy**

6.1 This policy is published on the Company's website for public information.

6.2 Details of this policy will be disclosed in the corporate governance report annually pursuant to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

Adopted on 27 March 2026

目標

由於本集團業務及本集團所經營的行業性質仍極為依賴機器操作及體力勞動，於本集團內部難以達到性別比例平等。

考慮到上述因素，本集團將於合理可行範圍內致力提高各職級在性別比例方面的性別多元化。

檢討及監察

本政策會不時進行檢討及修訂，以確保其行之有效、適切恰當及合法合規。本公司提名委員會將監察工作場所、文化、策略及流程中納入多元化和包容性原則的進度，並向董事會建議批准修訂本政策。

披露本政策

本政策登載在本公司網站供公眾查閱。

根據《香港聯合交易所有限公司證券上市規則》，本政策的詳情將每年在《企業管治報告》內披露。

於2026年3月27日採納