景業名邦
JY GRANDMARK

# JY GRANDMARK HOLDINGS LIMITED

# 景業名邦集團控股有限公司

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

**（Stock code：2231）**

## Workforce Diversity Policy

(Effective on 30 January 2026)

### 1. Introduction

1.1. This Workforce Diversity Policy (this "**Policy**") is formulated in accordance with the requirements of the Rules ("**Listing Rules**") Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited to ensure that JY Grandmark Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") maintains diversity across its workforce and management structure.

1.2. The purpose of this Policy is to set out the principles and objectives adopted by the Group to promote diversity in recruitment, promotion, training, and management appointments.

1.3. This Policy applies to all employees of the Group, including senior management.

### 2. Policy Statement

2.1. The Board recognises that diversity - including but not limited to gender, age, cultural background, educational attainment, skills, and experience - enhances the Group's overall competitiveness, innovation capability, and corporate governance standards.

2.2. The Group is committed to providing a fair, open, and inclusive working environment and ensuring that recruitment, promotion, training, and management appointments are conducted without discrimination on the basis of gender, age, race, religion, marital status, or any other characteristics protected by applicable laws.

2.3. The Group adheres to a merit-based selection process while, where practicable, promoting a diverse composition of employees and management.

2.4. The Group supports the long-term development of diverse talent through training, talent development programmes, and succession planning.

## 3. Measurable Objectives

The Group commits to maintaining an appropriate balance of gender diversity. The Group will actively seek to ensure that no less than 40% of its employees are female.

## 4. Review

4.1. The Board shall review this Policy and the measurable objectives periodically to ensure its continued appropriateness and effectiveness.

4.2. The Board may, where it considers appropriate, amend this Policy to ensure compliance with applicable regulatory requirements or to reflect the evolving composition, governance structure, and strategic direction of the Group.