

This Policy is prepared in English. In case of any inconsistency between the English version and the Chinese translation, the English version shall prevail.



Capital Finance Holdings Limited

首都金融控股有限公司

(the “Company”)

(incorporated in the Cayman Islands and continued in Bermuda with limited liability)

WORKFORCE DIVERSITY POLICY

(Adopted by the Company pursuant to the Board resolution passed on 27 June 2025)

1. Policy Statement

- 1.1 The Company (together with its subsidiaries, the “**Group**”) value the diversity of its employees and is committed to establishing a diverse and inclusive workplace. This workforce diversity policy (the “**Policy**”) applies to all Group companies.

2. Approach

- 2.1 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 all employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.
- 2.2 The Group recognises that diversity encompasses a broad range of attributes, including race, ethnicity, gender, religion, age, disability, sexual orientation and cultural background, as well as experience, skills and views. The Group strictly adheres to non-discriminatory employment practices and procedures. 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.
- 2.3 This Policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.

3. Professional Development

- 3.1 The Company will from time to time provide training to its employee on diversity and inclusion-related topics.

4. Review of this Policy

4.1 The Group will review this Policy from time to time and revise it as and when necessary.

5. Disclosure of this Policy

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

5.2 A summary of this Policy will be disclosed in the annual Corporate Governance Report.