

# CIFI Holdings (Group) Co. Ltd.

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(Incorporated in the Cayman Islands with limited liability)

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(Stock code: 00884)

( : 00884)

(the “Company”)

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## WORKFORCE DIVERSITY POLICY

ADOPTED BY THE BOARD ON 27 JUNE 2025

### 1. PURPOSE

The Company adheres to cultivate corporate culture of “Simplicity, Fairness, Sunshine, Respect, Trust and Openness”, creating an inclusive, diverse and equal and harmonious work environment for all employees through open communication, attentive listening and genuine care.

This workforce diversity policy (the “**Policy**”) outlines our approach and commitment to the diversity and inclusion in the workforce, aiming to foster a stronger culture of inclusion and support the development of a diverse pipeline for succession.

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### 2. SCOPE OF APPLICATION

The Policy applies to all the employees (including senior management) of the Company and its subsidiaries (collectively, the “**Group**”).

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### 3. APPROACH AND COMMITMENT

Principles of equality and diversity shall be upheld in the recruitment process of the Group, in order to actively safeguard legal rights and benefits of the employees. The Group shall uphold principle of non-discrimination for avoiding any bias based on gender, age, ethnicity, religious beliefs, or race. Individual merit serves as the sole recruitment criterion. All employees shall be treated fairly and justly for fostering an open, diverse, equal, and inclusive workplace.

The Group adheres to the talent management philosophy of “Strategy Drives Common Success”, establishing a human resources system that supports employee diversity through continuously improved training programs and clear, flexible career paths. Through diverse training strategies and a comprehensive promotion system, the Group aims to provide employees with clear career paths and broad growth opportunities, so as to enable every employee to shine on career stage while creating mutual success for both individual growth and corporate development.

#### **4. REVIEW OF POLICY IMPLEMENTATION**

The board of directors of the Company (the “**Board**”) shall, or may designate a Board committee to, review the implementation and effectiveness of this policy on an annual basis.

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