



Okura Holdings Limited

(the “Company” together with its subsidiaries, the “Group”)

(incorporated in Hong Kong with limited liability)

(Stock Code: 01655)

WORKFORCE DIVERSITY POLICY

1 PURPOSE AND OBJECTIVES

- 1.1 The Group values diversity and inclusion as essential drivers of innovation and growth. The Group is committed to establishing a workplace culture where its employees are valued and empowered to contribute to their unique perspectives. The Group is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, skin colour, gender, disability, religious or philosophical belief, age, sexual orientation, family status or any other factor.
- 1.2 The Group recognises and embraces the benefits of diversity in its workforce and sees diversity as a wide concept, which can be achieved through consideration of a number of factors including, but not limited to skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.
- 1.3 The Group endeavours to ensure that its workforce has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy, seeking to attract, retain and motivate people and support the development of their potential to build competent, committed and successful teams. This workforce diversity policy (the “**Policy**”) applies to all Group companies.

2 APPROACH

- 2.1 Diversity and inclusion are core value 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 an inclusive,

diverse, and supportive workplace where all employees, regardless of their status and characteristics, are protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.

- 2.2 The Group recognizes that diversity encompasses a board range of attributes, including race, ethnicity, gender, religion, age, disability, sexual orientation and cultural background, as well as experience, skills and views. Each of these elements enriches the workplace experience and reflects the diversity of the communities in which the Group operates. The Group strictly adheres to non-discriminatory employment practices and procedures. It also actively promotes diversity and inclusion initiatives, celebrates diverse perspectives and contributions, and encourages collaboration and engagement among its workforce. It is committed to offering 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 All employment-related decisions should be made based on merit, free from any form of bias or discrimination. Qualifications, experience, skills, potential and performance are the primary factors considered by the Group in employment, compensation, development and promotion.
- 2.4 This Policy applies to all facts of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation and career advancement.

3 MEASURABLE OBJECTIVES

- 3.1 Considering the nature of Group's business and the markets in which it operates, gender diversity would be the more common issue for Group. The Group commits to upholding diversity of gender, background, skills and experience across our workforce, maintaining an appropriate level of female staff and ensuring female representation at the management level.
- 3.2 The nomination committee (the "**Nomination Committee**") of the board of directors of the Company shall review the workforce diversity, discuss and set the measurable objectives for implementing this Policy and the process made in achieving the measurable objectives (in particular, the gender diversity targets) annually. The Nomination Committee shall also conduct regular reviews to identify any gender pay gaps and ensure equal pay for work of equal value. The Nomination Committee will, where appropriate, set objectives for diversity in other areas such as age and cultural diversity.

4 REVIEW AND MONITORING

- 4.1 This Policy has been approved by the Board. The Nomination Committee will monitor and review the implementation and the effectiveness of this Policy on an annual basis. Any revision to this Policy as recommended by the Nomination Committee will be submitted to the Board for consideration and approval. In addition, the Company will disclose details of this Policy in the Company's corporate governance report set out in its annual report.

Hong Kong, 30 June 2025

(If there is any inconsistency between the English version and the Chinese version, the English version shall prevail.)