



BOE VARITRONIX LIMITED

(Incorporated in Bermuda with limited liability)

(Stock Code: 710)

Workforce Diversity Policy (the “Policy”)

1. Policy Statement

BOE Varitronix Limited (the “Company” together with its subsidiaries, collectively 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 (including senior management) are valued and empowered to contribute their unique perspectives.

Our commitment to maintaining a diverse and inclusive workforce is reflected in our business practices such as talent acquisition and development, compensation and benefits, retention of employee and succession planning, as well as social and employment engagement programs.

The Policy applies to all employees of the Group and is designed to outline our approach and commitment to diversity and inclusion at the Group.

2. Approach

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.

The Group recognises that diversity encompasses a broad range of attributes, including race, ethnicity, gender, creed, 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 providing a positive work environment that values the wide-ranging perspectives inherent in its diverse workforce, free from all forms of discrimination or harassment.

The Policy applies to all facets of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement.

* This list of grounds and characteristics is not exhaustive and is deemed to include any other grounds or characteristics protected by law from time to time.

3. Measurable Objective

The Company is committed to promoting diversity of gender and achieving balanced gender representation within senior management and the broader workforce.

To uphold this commitment, the Company will apply the following actions on maintaining equitable gender ratios:

- Define target ratio benchmarks for senior management positions and the overall workforce
- Conduct comprehensive and annual review
- Identify gaps, trends and areas requiring focused attention
- Report findings to senior management and foster continuous improvement
- Integrate gender diversity objectives into recruitment, promotion, talent development, and succession planning processes

4. Professional Development and Advancement

The Company from time to time provides training and development opportunities that address the specific needs and career aspirations of diverse employees.

5 Review and Monitoring

The Policy will be reviewed and amended from time to time to ensure its relevance and effectiveness.

Any requirement, direction, and regulation that may from time to time be prescribed by the Board or contained in the constitution of the Company or imposed by the Listing Rules or applicable law should be conformed.

Where any discrepancy arises between the Chinese translation and the original English version, the English version shall prevail.

Adopted in 23 March 2026