

HKBN LTD.

(Incorporated in the Cayman Islands with limited liability)
(the “Company”)

WORKFORCE DIVERSITY POLICY

1. Purpose and Commitment

- 1.1 At HKBN, we are committed to fostering a diverse, inclusive, and equitable workplace where all employees, regardless of their background, feel valued, respected, and empowered to contribute to their fullest potential. We recognize that diversity drives innovation, enhances decision-making, and strengthens our ability to serve our stakeholders.
- 1.2 We are dedicated to promoting diversity at all levels of the organization, including our Board of Directors, senior management, and workforce.

2. Scope

- 2.1 This policy applies to HKBN Group and its subsidiaries covering all employees and directors. Contractors and other stakeholders are encouraged to comply.

3. Inclusivity and Diversity

- 3.1 The Company is committed to the principle of equal employment opportunity for all employees. All employment decisions at HKBN are made without regard to race, religion, color, cultural, background, politics, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or any other applicable legally protected characteristics.
- 3.2 We strive to foster a professional and inclusive environment where all employees are respected, valued and enabled to thrive. All employment-related decisions including recruitment, compensation, training, development and promotion opportunities are based on business needs, occupational, requirements and individual qualifications, like merit, skills, experience, potential and performance which should be free from any form of bias or discrimination.
- 3.3 The Company does not tolerate any forms or acts of discrimination, harassment or bullying (whether verbal, written or physical conduct) in any workplace and work-related circumstances.
- 3.4 Complaint handling procedures are in place for all employees to report issues and speak up. The Company ensures that all complaints are handled on the principle of fairness, impartiality, confidentiality, and in a serious and discreet manner.

4. Measurable Objectives

- 4.1 Considering the business nature of HKBN as a technology-driven company, it is common to see a higher proportion of male employees in this industry.
- 4.2 The Company commits to upholding the gender diversity of our workforce and will strive to increase the female workforce through different initiatives.
- 4.3 The Company will provide training to employees and managers on diversity, inclusion and unconscious bias from time to time to foster a culture of respect and understanding.

5. Review and Monitoring

- 5.1 This policy will be reviewed periodically by the Board and ESG Committee to ensure it remains relevant to the Company and reflects regulatory requirements and good corporate governance practices.
- 5.2 The Board and ESG Committee will review the implementation of this policy and the progress made in achieving the workforce diversity objectives annually.

6. Language Version

- 6.1 This policy is prepared in both English and Chinese. In case of any discrepancy, the English version shall prevail.

7. Approval of the Policy

- 7.1 This policy was adopted and approved by the Board.

June 2025 Version