



Workforce Diversity Policy

1. Policy Statement

Continental Holdings Limited (together with its subsidiaries, the “Group”) recognizes that workforce diversity and inclusion are fundamental to long-term business sustainability, creativity, craftsmanship excellence, and responsible growth within the jewellery industry.

The Group is committed to fostering a diverse, inclusive, respectful and equitable workplace where employees are valued, empowered, and treated with dignity, enabling them to contribute their unique skills, perspectives, and cultural insights.

This Policy applies to all Employees of the Group, and forms part of the Group’s broader corporate governance and Environmental, Social and Governance (ESG) framework, in compliance with applicable laws, regulations, and Hong Kong Exchanges and Clearing Limited (HKEx) requirements.

2. Definition and Scope of Diversity

The Group recognizes that workforce diversity encompasses a broad range of attributes, including but not limited to:

- Gender, gender identity and gender equality
- Age
- Ethnicity, nationality, race and cultural background
- Religion and creed
- Disability
- Sexual orientation
- Educational background
- Professional experience, craftsmanship skills, and technical expertise
- Perspectives, values and ways of thinking

The Group acknowledges that diversity, particularly in a global and culturally rich jewellery business, enhances innovation, product design, customer understanding, operational excellence, and workplace engagement.



3. Commitment to Equal Opportunity and Non-Discrimination

The Group is fully committed to:

- Equal employment opportunity for all individuals
- Non-discriminatory and merit-based employment practices
- A workplace free from discrimination, harassment, victimization, or vilification

All employment-related decisions — including recruitment, hiring, training, compensation, performance evaluation, promotion, transfer, and termination — shall be made based on merit, qualifications, experience, performance and business needs, without bias or unlawful discrimination.

The Group strictly complies with all applicable Hong Kong equal opportunities legislation and relevant regulations in jurisdictions where it operates.

4. Gender Diversity and Inclusion

The Group places particular emphasis on gender diversity and gender equality, recognizing their importance in corporate governance, leadership continuity, and sustainable business performance.

Where appropriate, the Group strives to:

- Foster balanced gender representation across all levels of the workforce
- Encourage men and women's participation in leadership, design, professional, and technical roles
- Provide equal access to career progression, training, and development opportunities

Gender diversity considerations form part of workforce planning and talent management processes, while maintaining merit-based selection principles based on performance.

5. Recruitment, Development and Advancement

The Group is committed to embedding diversity and inclusion throughout the employee lifecycle, including:

- Inclusive recruitment and fair selection processes
- Objective performance management and promotion criteria
- Equal access to learning, training, and skills development



- Career advancement opportunities aligned with individual capabilities and aspirations

From time to time, the Group may provide diversity and inclusion-related training to enhance awareness, reinforce respectful workplace behaviors, and support inclusive leadership.

6. Safe, Respectful and Inclusive Workplace

The Group is committed to maintaining a positive, safe and respectful working environment, where:

- Employees feel valued and included
- Differences are respected
- Collaboration and mutual respect are encouraged

Appropriate channels are available for employees to raise concerns or grievances relating to workplace conduct. Acts of discrimination, harassment or inappropriate behavior will be handled promptly and fairly, and may result in disciplinary action.

7. Governance, Monitoring and Review

The Board of Directors has overall responsibility for the Group's workforce diversity policy and oversight.

The Board or a designated committee shall:

- Monitor the effectiveness of this Policy
- Review workforce diversity practices and progress from time to time
- Consider diversity-related factors in workforce planning and governance disclosures

This Policy shall be reviewed periodically and updated as necessary to ensure continued alignment with:

- HKEx Listing Rules, ESG, RJC requirements
- Applicable laws and regulations
- The Group's business strategy and operational needs
- Employee handbook



8. Policy Status and Disclosure

This Policy:

- Is a non-contractual statement of principles
- Applies across the Group unless restricted by local legal or regulatory requirements
- Is subject to amendment by the Board from time to time

Relevant disclosures on workforce diversity are made in accordance with HKEx ESG and corporate governance requirements.

Effective Date: 29 June 2026

Approved by: Board of Directors

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