

Neutech
東軟睿新科技集团有限公司
Neutech Group Limited

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 9616)

(the “Company”)

Workforce Diversity Policy

(adopted on 30, December 2025)

1. Purpose

- 1.1 The Company believes that a diverse workforce and an inclusive culture are fundamental to the Company, driving high performance across the Company.
- 1.2 This policy outlines the Company’s approach and commitment to diversity and inclusion in the workforce (including senior management).
- 1.3 This policy aims to create an inclusive workplace that values diverse perspectives and experiences.

2. Scope

- 2.1 This policy applies to the Company, its subsidiaries and consolidated affiliated entities.

3. Diversity and Inclusion

- 3.1 Diversity is a core value embraced by the Company. The Company recognizes that diversity in the workplace enhances creativity, innovation, and overall organizational performance.
- 3.2 The Company is committed to creating an inclusive, diverse, and supportive workplace where all employees, regardless of gender, sexual orientation, religious belief, age, marital status, professional and work experience, cultural and educational background or other characteristics protected by applicable laws, are valued, respected, and treated fairly with equal access to opportunities.

- 3.3 The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

4. Measurable Objectives

- 4.1 The Company commits to upholding diversity of gender, background, skills and experience across the workforce, maintaining an appropriate level of female staff and ensuring strong female representation at the management level. The Company will strive to maintain the predetermined level of 10% female senior management and 50% female employees.
- 4.2 The Company offers all-rounded trainings to female employees who have the suitable experience, skills and knowledge of its operation and business, including but not limited to, business operation, management, accounting and finance, legal and compliance and research and development.
- 4.3 The nomination committee of the Company (the “**Nomination Committee**”) shall monitor the Company’s progress on its effort to embed the principles of diversity within its workplace, discuss and consider the measurable objectives set for implementing this policy and the process made in achieving the measurable objectives (in particular, the gender diversity targets) annually, and may recommend revisions to the board of directors of the Company (the “**Board**”) for approval.

5. Approval and Review of this Policy

- 5.1 This policy has been approved by the Board. The Board will annually review the implementation and the effectiveness of this policy.