



Asset Chain Limited **財富鏈有限公司**

(incorporated in Bermuda with limited liability)

(Stock Code : 616)

WORKFORCE DIVERSITY POLICY

1. PURPOSE

This policy aims to set out the approach to achieve diversity on the workforce (including senior management) of Asset Chain Limited (the "**Company**"). This policy is applicable to the workforce (including senior management) of the Company and its subsidiaries.

2. VISION

The Company recognizes and embraces that cultivating a diverse, equitable, and inclusive workforce is essential to driving sustainable corporate growth. Accordingly, the Company is committed to embedding the values of talent diversity into its business operations.

3. POLICY STATEMENT

With a view to achieving a sustainable and balanced development, the Company is committed to establishing an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce. The Company recognizes that diversity encompasses a board range of attributes, including but not limited to gender, age, race, ethnicity, disability, cultural background, knowledge, skills and experience. The Company is committed to provide equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

4. MEASUREABLE OBJECTIVES

The Company commits to upholding diversity of gender, background, skills and experience across its workforce, maintaining an appropriate level of female staff and ensuring adequate female representation within the management level. In implementing its perspective on diversity, the Company will also, where appropriate and from time to time, set objectives for diversity in other areas such as age and cultural diversity, based on the nature of its business.

5. MONITORING AND REVIEW OF THIS POLICY

- 5.1 The nomination committee of the Company (the “**Nomination Committee**”) will from time to time and on regular basis review this policy, as appropriate, to ensure the effectiveness of this policy.
- 5.2 The Nomination Committee will monitor the Company’s progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions of this policy to the board of directors of the Company for approval.

6. DISCLOSURE OF THIS POLICY

A summary of this policy, including any measurable objects that it has set for implementing this policy, and progress on achieving those objectives will be disclosed in the corporate governance report contained in the Company’s annual report and/or as required under the Rules Governing the Listing of Securities on The Hong Kong Stock Exchange Limited.

March 2026

- * *In case of any inconsistency between the English version and the Chinese version, the English version shall prevail.*