

Workforce Diversity Policy

1. Policy Statement

- 1.1. Cosmos Machinery Enterprises Limited (the “**Company**”) and its subsidiaries (collectively the “**Group**”) believe that a diverse workforce and an inclusive culture are essential drivers of the Group’s innovation and sustainable development.
- 1.2. The Group recognises that diversity encompasses a board range of attributes, including but not limited to age, gender, sexual orientation, marital or family status, disability, race, nationality, religion, cultural background, experience, skills and other grounds or characteristics protected by applicable laws.
- 1.3. The workforce diversity policy (the “**Policy**”) outlines the Group’s commitment and approach to inclusion and diversity in the workforce (including senior management). The Policy applies to all employees of the Group.

2. Commitment

- 2.1. The Group is committed to establishing and fostering a diverse and inclusive working environment where all employees, regardless of individual differences, are valued, respected, and treated fairly with equal access to development opportunities.
- 2.2. The Group upholds diversity and adopts non-discriminatory practices and procedures across relevant aspects of employment, while strictly abiding by relevant laws, rules and regulations in the jurisdictions where it operates.

3. Approach

- 3.1. All employment-related decisions should be made on the basis of performance, free from any form of bias or discrimination.

- 3.2. Qualifications, experience, skills, potential and performance are the primary factors considered by the Group in recruitment, compensation and benefits, professional training and development, performance evaluation and promotion.
- 3.3. The Group provides career development and training opportunities for employees at all levels, encouraging them to develop their full potential.
- 3.4. The Group regularly reviews workforce diversity to ensure an appropriate diversity balance. It also conducts regular reviews to identify any gender pay gaps and ensure equal remuneration.
- 3.5. The Group strictly prohibits any discrimination, harassment, victimisation or vilification on the grounds of, but not limited to, age, gender, sexual orientation, marital or family status, pregnancy, disability, race, nationality or religion in the workplace and/or in any work-related circumstances. Appropriate disciplinary action will be taken where necessary.
- 3.6. The Group's Whistleblowing Policy provides a confidential reporting channel for employees to report any instances of discrimination, harassment, victimisation or vilification in the workplace and/or in any work-related circumstances.

4. Review of the Policy

- 4.1. The nomination committee of the Company (the "**Nomination Committee**") will review the Policy from time to time to ensure its relevance and effectiveness. Any amendments to the Policy as recommended by the Nomination Committee will be submitted to the board of directors of the Company for consideration and approval.

(The English version of the Policy shall prevail in case of any discrepancy or inconsistency between the English version and its Chinese version.)

24 March 2026