



## **TYSAN HOLDINGS LIMITED**

*(Incorporated in Bermuda with limited liability)*

**(Stock code: 687)**

### **Workforce Diversity Policy**

#### **Purpose**

1. Tysan Holdings Limited (the “**Company**”) values the diversity of its employees and is committed to establishing a diverse and inclusive workplace.
2. This workforce diversity policy (the “**Policy**”) outlines the Company’s approach and commitment to inclusion and diversity in the workforce (including senior management).

#### **Scope of Application**

3. This Policy applies to the Company and its subsidiaries.

#### **Policy Statement**

4. The Company is committed to fostering an inclusive, diverse, and equitable workplace where all employees are valued, respected, and provided with equal access to opportunities. This commitment applies regardless of gender, age, family status, race, ethnicity, religion, sexual orientation, gender identity, disability or other characteristics protected by applicable laws.
5. All employment-related decisions should be made based on merit, ensuring fairness and free from any form of bias or discrimination.
6. Qualifications, experience, skills, potential and performance are the primary factors considered by the Company in employment, compensation, development and promotion.
7. The Company maintains zero-tolerance policy for any form of bias, discrimination, harassment or violence in the workplace and in any work-related circumstances.

### **Measurable Objectives**

8. The nomination committee of the Company (the “**Nomination Committee**”) will discuss and agree annually measurable objectives for implementing diversity on the workforce.

### **Monitoring and Reporting**

9. The Nomination Committee will monitor and report the process on implementing this Policy to the board of directors of the Company (the “**Board**”) and the mandatory disclosure requirements in relation to this Policy in the annual Corporate Governance Report of the Company.

### **Disclosure of this Policy**

10. This Policy will be published on the Company’s website for public information. A summary of this Policy, the measurable objectives which the Company has set for implementing this Policy and the progress on achieving those objectives, will be published in the annual Corporate Governance Report of the Company.

### **Review of this Policy**

11. The Nomination Committee will review the implementation and effectiveness of this Policy from time to time and recommend any proposed changes to the Board for approval.

*First version adopted by the Board on 16 December 2025.*