

SPROCOMM INTELLIGENCE LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code: 1401)

(股份代號：1401)

(the “Company” and 「本公司」)

WORKFORCE DIVERSITY POLICY

員工多元化政策

(中文本為翻譯稿，僅供參考用)

1. Policy Statement

Sprocomm Intelligence Limited, along with its subsidiaries and affiliates (collectively, the “**Group**”), recognizes diversity and inclusion as vital catalysts for innovation and progress. The Group is dedicated to cultivating a workplace culture that values and empowers employees to share their unique perspectives. This policy applies across all Group entities.

政策聲明

Sprocomm Intelligence Limited (連同其附屬公司及聯屬公司統稱「**本集團**」)認為，多元性及包容性是創新和進步的重要催化劑。本集團致力培養重視員工分享其獨到觀點的職場文化，並賦權員工按此而為。本政策適用於所有本集團實體。

2. Approach

The Group embraces diversity and inclusion as fundamental principles. The Company is committed to fostering a diverse and inclusive work environment where individual differences are respected, and every employee is treated with dignity. The Group places a strong emphasis on promoting gender empowerment, equality, and diversity throughout its workforce.

方法

本集團奉行多元性與包容性為基本原則。本公司致力營造一個多元及包容的工作環境，尊重員工的個人差異，並以具尊嚴的方式對待每位員工。本集團非常重視推動工作團隊的性別賦權、平等及多元性。

The Group acknowledges that diversity includes a wide array of attributes, such as race, ethnicity, gender, creed, religion, age, disability, sexual orientation, cultural background, as well as skills, experiences, and perspectives. These elements enhance the workplace and reflect the diverse communities in which the Group operates. The Group strictly adheres to non-discriminatory employment practices and actively promotes initiatives that celebrate diverse contributions, encourage collaboration, and foster engagement among employees. It is committed to maintaining a positive work environment free from any form of discrimination or harassment, valuing the broad range of perspectives inherent in its diverse workforce.

This policy applies to all aspects of employment, including recruitment, professional development, compensation, performance evaluations, and career progression.

3. Professional Development and Support

The Company periodically provides training and development opportunities tailored to the specific needs and career goals of its diverse employees. Additionally, it offers programs focused on diversity and inclusion to enhance awareness and understanding.

4. Review and Oversight

This policy is periodically reviewed and updated as necessary to ensure its ongoing effectiveness. The Sustainability Committee oversees the Group's efforts to integrate diversity and inclusion principles into its workplace, culture, strategies, and processes, and may propose revisions to the Board for approval.

本集團確認多元性包含種族、民族、性別、信仰、宗教、年齡、殘障、性取向、文化背景以及技能、經驗及觀點等廣泛屬性。該等元素可提升工作場所，並為本集團營運所在的多元化社區寫照。本集團嚴格遵守非歧視性的僱傭常規，並積極推動各項措施表揚各式貢獻、鼓勵合作及促進員工參與。本集團致力維繫不受任何形式歧視或騷擾的正面工作環境，並重視各式員工固有的廣泛觀點。

本政策適用於僱傭的所有方面，包括招聘、專業發展、薪酬、績效評估及職涯發展。

專業發展及支援

本公司針對各式員工的特定需求與職涯目標，定期提供培訓和發展機會。此外，本公司亦提供專門的多元性及包容性課程，藉此增進員工的認知和了解。

審查及監督

本政策會定期進行必要的審查及更新，以確保其持續有效性。可持續發展委員會監督本集團就將多元性及包容性原則融入其工作場所、文化、戰略及流程作出的努力，並可能提出修訂以供董事會批准。