



UNI-PRESIDENT CHINA HOLDINGS LTD.

統一企業中國控股有限公司

(Stock code : 220)

WORKFORCE DIVERSITY POLICY (this “Policy”)

First adoption date: 6 August 2025

1. Purpose

Uni-President China Holdings Ltd. (“**Company**”) and its subsidiaries (“**Group**”) value the diversity of its employees (including senior management) and is committed to fostering a diverse, inclusive and equitable workplace.

2. Scope

This Policy applies to all employees (including senior management) of the Group.

3. Principles

- 3.1 The Group is committed to promoting workforce diversity across all levels, including senior management. Diversity encompasses, but is not limited to, gender, educational background, professional qualifications, skills, industry experience and other relevant attributes. In forming its perspective on diversity, the Group Company will also take into account factors based on its own business model and specific needs from time to time.
- 3.2 The Group 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.
- 3.3 The Group prohibits discrimination on the grounds of race, gender, disability, nationality, religious belief, age, sexual orientation, family status or any other factor.
- 3.4 All employment decisions of the Group (including recruitment, training and development, promotion and compensation) shall be made based on merit, qualifications and business needs, with due regard for the benefits of diversity of skills, experience and perspectives and free from discrimination or bias.

4. Review

The board of the directors of the Company shall review this Policy and its implementation and effectiveness on an annual basis to ensure its continued effectiveness.

5. Reporting

The Company shall disclose matters relating to this Policy in accordance with the applicable rules and corporate governance codes from time to time.