

Hanison Workforce Diversity Policy

1. Introduction

1.1 Hanison Construction Holdings Limited (HCHL) and its subsidiaries (“the Group”) is committed in all aspects of its business to fostering a diverse, equitable, and inclusive workforce that reflects the communities in which we operate.

1.2 The Group identifies and treasures the benefits of diversity in its workforce. Diversity in all its forms – gender, age, ethnicity, cultural background, religion, family status or any other factor can enhance our ability to innovate, serve our customers better, and achieve our business objectives. In enlightening its perception on diversity, the Group also considers factors based on its various business natures and specific needs periodically.

HCHL attempts to ensure that its workforce has the proper balance of skills, experience and diversity of standpoints that are needed to upkeep the execution of its business strategy, pursuing to attract, retain and engage talent and nurture their potential to construct competent, steadfast and prosperous teams.

2. Policy Statement

2.1 As a significant portion in HCHL’s Environmental, Social and Governance (ESG) objectives, the Group has dedicated to:

- i. ensuring that all employees, regardless of their protected characteristics (as defined by Hong Kong’s anti-discrimination ordinances), have equal opportunities to thrive personally and professionally for career development with reasonable well-being; and
- ii. enhancing the diversity of our workforce and removing discrimination by complying with all applicable laws and regulations.

2.2 HCHL will continue to facilitate and sustain equal employment opportunities throughout the talent pipeline and employee life cycle on a quality basis, with due regard for the advantages of workforce diversity.

2.3 The Group will similarly endeavor to build an inclusive and polite work environment for its people, within which they feel at ease at work and able to apprehend their full competence and will make sure that all its staff are treated, and treat others, with self-esteem and dignity.

3. Objectives

Our workforce diversity policy aims to:

- Maintain a suitable balance of gender-diverse workforce of the talent pool.
- Increase the representation of female talents in management and various positions.
- Create an inclusive work environment where all employees feel valued, respected, and empowered to contribute their best.
- Comply with all relevant laws and regulations, including the Hong Kong Listing Rules.

4. Measurable Objectives

Based on the statistics of Hanison workforce – Gender diversity as at 31 March 2025 (Table 1), and taking into consideration of industry-specific factors that may impact our ability to achieve gender diversity goals, we would attempt the following measurable objectives in 2030 and 2035 respectively:

- By 2030 and 2035, increase the percentage of women in the overall workforce to 25% and 26% respectively.
- By 2030 and 2035, increase the percentage of women in management positions – manager to 24% and 25% respectively, senior manager* to 12% and 13% respectively, and director* to 5% and 10% respectively [*subject to the availability of qualified internal and external talent*]*.

Table 1: Statistics of Hanison Workforce – Gender Diversity as at 31 March 2025

Gender	Grade	Percentage (%) by Grade	Total % by Gender
Male	Director	100%	76%
	Senior Manager	89%	
	Manager	77%	
	Assistant Manager or below	74%	
	Labour and Contract Technical Assistant	77%	
Female	Director	0%	24%
	Senior Manager	11%	
	Manager	23%	
	Assistant Manager or below	26%	
	Labour and Contract Technical Assistant	23%	

[Note: An estimated weighted average gender ratio is around 79% male and 21% female in a market analysis based on the disclosed data between 2021 and 2024 among few giant construction companies, namely Gammon, Yau Lee, and Chun Wo.]

5. Implementation Plans

To achieve these objectives, Hanison will implement the following action plans:

- **Assign Accountability:** Designate a diversity officer – Human Resources Director to oversee implementation.
- **Leverage Data:** Use HR analytics to track progress and identify gaps.
- **Engage Stakeholders:** Involve employees, leadership, and external partners in diversity initiatives.
- **Monitor Compliance:** Ensure alignment with HKEX requirements and local laws, such as the Sex Discrimination Ordinance.

6. Monitoring and Reporting

The Group Human Resources team will monitor the progress and continue to track towards these objectives through annual data collection and analysis. The gender ratio of senior management and the overall workforce (excluding senior management) will be disclosed in the annual corporate governance reports including Annual Report and ESG Report.

7. Accountability

The Group Human Resources team is responsible for the day-to-day implementation of this policy, including:

- Developing and executing implementation plans.
- Monitoring progress and reporting to the Board.
- Ensuring compliance with legal and regulatory requirements.

8. Review

The Board of Directors will review this Policy annually to ensure continued relevance and effectiveness – alignment with legal requirements, industry best practices, and Hanison’s evolving business needs.

16 June 2025